DOCUMENT RESUME

ED 350 756 EC 301 563

AUTHOR Lonetree, Georgia L.
TITLE Follow-Up on the Effectiveness of Tribally Operated Vocational Rehabilitation Projects. Final Report.
INSTITUTION Northern Arizona Univ., Flagstaff. American Indian Rehabilitation Research and Training Center.
SPONS AGENCY National Inst. on Disability and Rehabilitation Research (ED/OSERS), Washington, DC.
PUB DATE 91
CONTRACT H133B80066
NOTE 75p.; For the third-year follow-up report, see EC 301 564.
PUB TYPE Reports - Research/Technical (143) -- Statistical Data (110) -- Tests/Evaluation Instruments (160)

EDRS PRICE MF01/PC03 Plus Postage.
DESCRIPTORS *American Indians; *Disabilities; Federal Legislation; Federal Programs; Followup Studies; *Needs Assessment; Program Administration; *Program Effectiveness; Rehabilitation Programs; Technical Assistance; *Training; Tribes; *Vocational Rehabilitation
IDENTIFIERS Rehabilitation Act 1973

ABSTRACT

A follow-up study of 15 project offices (involving 50 administrative and support staff responses) was conducted to determine the progress of the American Indian Vocational Rehabilitation projects in addressing previously identified training and technical assistance needs, as authorized by Title 1, Part D, Section 130 of the Rehabilitation Act of 1973. This report describes the history of the Section 130 projects and then discusses the study methodology which involved a survey mailed to all projects and on-site visitations of five projects. Twenty-seven tables present the study's findings. They provide data, overall and by geographic region, on project director and staff responses concerning current training and technical assistance needs as well as progress toward addressing training needs identified in a 1988 study. Training and technical assistance needs included, among others: functional limitations of disabilities, medical aspects of disabilities, vocational evaluation, work adjustment, independent living skills, vocational rehabilitation legislation, job analysis, sheltered employment, program evaluation, report writing, and confidentiality. Recommendations are also provided. An appendix contains a copy of the survey form. (Contains 16 references.) (JDD)

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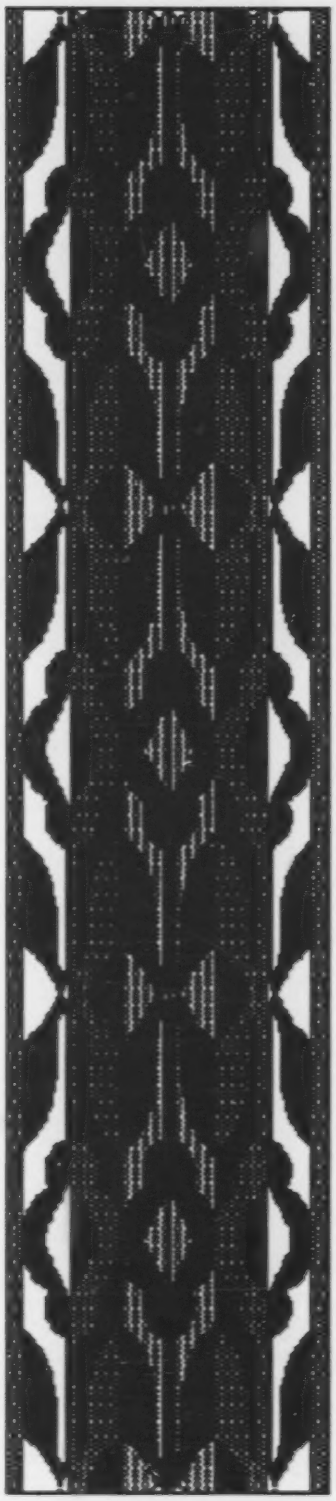

Follow up on the Effectiveness of Tribally Operated Vocational Rehabilitation Projects

1991

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Funded by the National Institute on Disability and Rehabilitation Research (NIDRR), Office of Special Education and Rehabilitation Services, Department of Education, Washington, D. C., Grant No. H133B80066.

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Acknowledgements

Appreciation is expressed to Dr. Marilyn J. Johnson, Dr. William E. Martin, and Dr. Catherine A. Marshall for reading and editing the manuscript drafts. A special thank you to Ms. Katie Dunn for formatting the tables and the manuscript. Thank you to those who have conducted research and who have written articles related to this study and American Indians with disabilities. My sincerest appreciation to each and every one of the American Indian Vocational Rehabilitation project members who took time from their busy schedules to complete the surveys that provide the data for this study. Thank you again to the Section 130 projects for the warm hospitality extended to Ms. Caren Trujillo and me when we made our on-site visitations. Thank you to Ms. Caren Trujillo for accompanying me on the trip to visit the projects.

Abstract

The purpose of this follow-up study was to show the progress of the American Indian Vocational Rehabilitation projects (Section 130) in addressing previously identified training and technical assistance needs reported in the 1988 *Service, Resource and Training Needs of the American Indian Vocational Rehabilitation Projects* (Lonetree, 1989). The impetus to assess the American Indian Vocational Rehabilitation projects was based on consideration of tribal diversity and the development of culturally relevant vocational rehabilitation services. Fifteen project offices responded to the 1990 follow-up survey. The response rate for the initial survey conducted in 1988 was 100% (N=19) and 68% (N=15) for the 1990 follow-up survey. The total number of personnel (administrative and support) responding to the 1988 survey was 64 and the total number of personnel responding to the 1990 follow-up survey was 50. The results of the Section 130 project responses to both training and technical assistance surveys conducted have been utilized in planning training activities offered and/or coordinated by the American Indian Rehabilitation Research and Training Center. The research and training efforts of the AIRRTC complement each other in addressing the needs of the Section 130 projects.

Follow-up on the Effectiveness of

Tribally Operated Vocational Rehabilitation Projects

The purpose of this follow-up study was to show the progress of the tribal vocational rehabilitation projects in addressing previously identified training and technical assistance needs. Training and technical assistance needs were surveyed initially in 1988 and reported in the *Service, Resource and Training Needs of the American Indian Vocational Rehabilitation Projects* (Lonetree, 1989).

In 1978, a significant milestone was achieved in American Indian vocational rehabilitation services. The Rehabilitation Act of 1973 amended in 1978 as P. L. 95-602, authorized special project grants to governing bodies of Indian tribes on federal and/or state reservations for the development and implementation of culturally relevant vocational rehabilitation services (Title 1, Part D, Section 130). Although amendments to the rehabilitation legislation were enacted in 1978, funds were not appropriated to carry out Section 130 until 1981. From 1981 to 1984, all of the funds allocated under Section 130 were awarded to the Navajo Vocational Rehabilitation Program (NVRP). The 1978 amendments lacked clarity in the fiscal allocations aspect. This issue was corrected with the 1986 reauthorization with language which provided for fiscal allocation in an amount ". . . not less than 1/4 of one percent and not more than one percent . . ." of the amount of the total state allocations (Guy, 1988).

The 1986 reauthorization of the Rehabilitation Act authorized the continued funding of vocational rehabilitation service grants to the "governing bodies of Indian tribes located on federal and state reservations (and consortia of such governing bodies to pay 90% of the costs of vocational rehabilitation services for handicapped American Indians residing on such reservation" (Sec.130(a)). This section also authorized the use of culturally unique services by inserting, "where appropriate vocational rehabilitation services may include services traditionally used by Indian tribes" (Sec. 130(b)).

The American Indian Vocational Rehabilitation Projects involved in the 1988 initial and 1990 follow-up surveys vary in project duration. Since 1985, a total of 19 Section 130 projects have been funded by Rehabilitation Services Administration (RSA) to provide rehabilitation services to American Indians with disabilities. Eleven different states have had Section 130 projects. These states are located in five of the ten federal regions (IV, VI, VIII, IX, and X). Presently, ten states have fifteen on-going projects (Alaska, Arizona, Colorado, Idaho, Mississippi, Montana, New Mexico, Oklahoma, Washington, and Wyoming). Varied distances reported between project sites to state vocational rehabilitation offices ranged from as close as one block to as far as 600 miles.

All of the American Indian vocational rehabilitation Section 130 projects compete annually for RSA funding on either a continuation basis or as new applicants. Continuation applications occur when projects have been funded for either a two-year or three-year grant. If a project has been funded for one year, they must reapply as a new applicant.

Three projects were initially funded in 1985. One of the first three funded projects returned their awarded grant monies to RSA due to problems in implementing their project. This particular project has since reapplied and was refunded in 1990. In 1986, three projects received funding and have been in operation for more than four years. These projects must reapply annually for continuation grants.

In 1987, a total of twelve projects were funded. Since 1988, the total number of projects funded by RSA per fiscal cycle has remained constant at 14. Six of the 19 projects funded since the implementation of Section 130 grants have experienced defunding. Despite defunding, four projects have managed to continue providing services to their tribal members with disabilities by utilizing either carryover funds, state assistance matched with tribal funding, or supplemental tribal funds. Temporary funding covered operational costs while grant applications were pending approval for refunding. Two of the six projects that experienced defunding competed successfully and were refunded in 1990. Two of the

other projects that experienced defunding reapplied and were not refunded. These two projects were resourceful enough to permit continuation, but eventually had to fold for lack of supplemental funding resources.

The initial impetus to assess the training and technical assistance needs of the American Indian Vocational Rehabilitation projects was based on consideration of tribal differences, geographical locations, and the varied educational backgrounds and work experiences of staff implementing these projects. This diversity typifies the innovative attempts of the Section 130 projects in developing culturally relevant vocational rehabilitation services.

This follow-up study surveyed all projects. A total of 23 packets were mailed to each Section 130 office including the six NVRP field offices. The currently funded projects (N=14), the projects not currently funded by RSA but ongoing (N=3), and one newly funded project were surveyed.

Seventeen projects were initially surveyed in 1988. This total included three projects which were still ongoing but had not been refunded for the 1988-1990 funding cycle. The results were reported as 19 project respondents because the Navajo Vocational Rehabilitation Program (NVRP) has one central and five field offices in each of the five agencies of the Navajo reservation. Three of the six NVRP offices responded to the initial survey (Lonetree, 1989).

Various types of services are offered by the different projects. Efforts to obtain training and technical assistance for professional growth are sometimes hindered. Problems encountered by the projects relate specifically to isolation and transportation problems due to living on reservations. Although the two survey assessments of the projects indicate that development and professional growth is an ongoing effort, problems such as funding cycles for new projects, funding cycles for continuing projects, budgetary obligations, travel distances, and staffing situations arise to curtail full participation of the American Indian VR staff when training opportunities do arise.

Nell Carney (1990), Commissioner, Rehabilitation Service Administration (RSA) has stated,

> RSA's Rehabilitation Training Program is designed to increase the supply of newly trained qualified personnel and to maintain and upgrade basic skills and knowledge of personnel employed as providers of rehabilitation services.
>
> The achievement of excellence in rehabilitation education is a goal to which the entire national rehabilitation network must be committed. The 70-year history of the state-federal vocational rehabilitation program suggests that its success is due, in great part, to the quality of personnel produced by the RSA-supported training program. It is reasonable to expect that the newer programs in supported employment, independent living, projects with industry, American Indians, and migrants, will enjoy the same success. The pursuit of excellence in rehabilitation education is worthy of unconditional support, unbridled creativity, and solid professionalism. The people we serve throughout the rehabilitation process deserve it and we should demand it.

Wright (1988) recently observed that "there have been few initiatives to address the specific training needs of professionals who serve ethnic minorities with disabilities" (p. 5). Wright concluded that "the preparation of professionals to serve ethnic minorities with disabilities must be understood and accepted as a rehabilitation issue–not as a minority issue to be addressed only by Blacks, Hispanics/Latinos, Asian-Americans and Native Americans" (p. 8).

The pursuit of documenting training and technical assistance needs, and the progress toward addressing the needs of American Indian Vocational Rehabilitation project staff, is worthy of the recognition and unconditional support of RSA. Specific training needs of professionals who serve ethnic minorities with disabilities should be addressed.

The Section 130 projects demonstrate creativity and innovation and continue their initiative to provide services to tribal members with disabilities regardless of the uncertainty of continued funding. The premise of both the initial and follow-up surveys was: (a) to substantiate the need for training and technical assistance, (b) to establish whether or not the needs are being addressed, and (c) to show the progress of the projects in meeting those needs.

Method

Several components of basic rehabilitation services were listed on the survey instruments used in the initial survey to get an overall view of what types of services were being provided to clients (Lonetree, 1989). With the information gathered from the initial survey, one could determine what training and technical assistance needs existed within the Section 130 projects. Twenty-four different types of rehabilitative services were included to ascertain the scope of training and technical assistance needs of American Indian Vocational Rehabilitation Project staff. To be consistent, the same list was used for the follow-up survey instrument (See Appendix).

Each project was contacted prior to receipt of their survey forms. All projects and offices were contacted by letter and telephone to verify willingness to participate and provide information regarding the number of survey forms to be mailed. Each project was then mailed a sufficient number of follow-up survey forms for each staff member to complete and return in a self-addressed stamped envelope. Each project also received a copy of their individual project's 1988 survey responses. This allowed for quick reference by each project to review what was initially reported in 1988 as their training and technical assistance needs.

Two separate survey instruments were developed for response by project directors and project staff in 1988. A modified, combined, and condensed version of the two 1988 initial survey instruments was developed for the follow-up survey. The modified survey allowed for response data to be analyzed as a total group (project directors and project

staff). Survey packets were sent to past participating projects, currently funded projects, defunded projects, and the newly funded project. The follow-up survey questions were designed to identify: (a) project title, (b) project location, (c) distance of project site to state rehabilitation services, (d) position title of respondent, (e) status of full- or part-time employment, (f) sex, and (g) updated training and technical assistance needs. A modified Likert scale with four response choices ranging from "already addressed" to "not needed" were used for the 24 training and technical assistance needs in the follow-up survey (See Appendix).

The projected date to send out the follow-up surveys was delayed because project directors and staff were preparing grant proposals. Project directors had to submit grant proposals earlier than anticipated in 1990 because the deadline dates had been moved up.

The returned response data was entered in the Macintosh SE StatView Graphics program for statistical analysis. Each variable was analyzed using frequency distributions based upon total responses.

Another objective proposed for the follow-up study involved on-site visitations. The objective was to provide training or technical assistance and to update current needs. Budget allowance made it possible to visit five of the fourteen projects. This activity was calculated to include the number of miles between sites, driving time between sites, gas, food, and lodging for two people. The total number of miles covered during the two-week trip was 4,395 miles. This activity was to further document isolated reservation living conditions. Slide photos were taken and a videotape was recorded during this trip. Descriptive information including brief historical and demographic information about all of the projects will be included in a resource manual to document uniqueness and cultural diversity.

Ms. Caren Trujillo, a past Section 130 project director, was employed as a consultant for the site visits to provide technical assistance. Most of the technical assistance provided was the exchange of dialogue updating project progress. Project staff provided

insight regarding their goals and objectives in implementing their respective programs. Tours of project offices and reservations were part of on-site agendas. Ms. Trujillo took slide photos throughout the trip. The time span of the trip allowed for limited on-site visitations. The experience and insight gained during this trip was worth the effort.

An attempt is being made to serve a population underrepresented in the VR system and these projects deserve support and recognition for their efforts. The efforts of the American Indian vocational rehabilitation Section 130 projects needs to be addressed through continued research and training.

Results

The response rate for the initial survey conducted in 1988 was 100% (N=19) which included the pilot survey responses of the three longest running programs. Sixty-eight percent (N=15) projects responded to the 1990 follow-up survey which included one defunded and one newly funded. The total number of administrative and support staff responding to the 1988 survey was 64; and the total number of administrative and support staff response to the 1990 follow-up survey was 50. Forty-six (92%) of the 1990 respondents were full-time employees, three (6%) were part-time, and one (2%) did not respond. Twenty-five (50%) respondents were female, 23 (46%) were male, and two (4%) did not respond.

The response rate of 68% to the 1990 survey as compared to a 100% to the 1988 surveys could possibly have been influenced by the continuation and new grants application deadlines being changed to an earlier submission dates. The following table of Section 130 respondents to the 1990 survey has been developed (see Table 1).

Table 1

1990 Section 130 Project Respondents

Project Title	Federal Region	Location	Principal Tribes Served
Choctaw Vocational Rehabilitation Program	IV	Philadelphia, MS	Mississippi Band of Choctaw
Zuni Vocational Training Project	VI	Zuni, NM	Zuni
WCD Rehabilitation Services	VI	Anadarko, OK	Wichita/Caddo/ Delaware
Vocational Rehabilitation Service Project	VIII	Pablo, MT	Salish/Kootenai
Assiniboine Sioux Vocational Rehabilitation Project	VIII	Poplar, MT	Assiniboine Sioux
Northern Cheyenne Vocational Rehabilitation Services Project	VIII	Lame Deer, MT	Northern Cheyenne
Navajo Vocational Rehabilitation Program	IX	Chinle, AZ Crownpoint, NM Shiprock, NM	Navajo
Yavapai-Prescott Vocational Rehabilitation Services Program	IX	Prescott, AZ	Yavapai/ Prescott
Shoshone/Bannock Vocational Rehabilitation	X	Fort Hall, ID	Shoshone/ Bannock
Colville Confederated Tribes Vocational Rehabilitation	X	Nespelem, WA	Colville Confederated
Bristol Bay Native Association Vocational Rehabilitation Project.	X	Dillingham, AK	Eskimo
Vocational Rehabilitation Project for Alaska Native Adults	X	Kodiak, AK	Koniag
Northwest Intertribal Vocational Rehabilitation Program	X	Sedro Woolley, WA	Upper Skagit

In the report, *Service, Resource and Training Needs of American Indian Vocational Rehabilitation Projects* (Lonetree, 1989), 15 tables were included in the text of the report to identify project locations, Standard Industrial Classification of employment reported, referral sources, disabilities served, services rendered, and the top five ranked rehabilitation training and technical assistance needs. Thirty-six tables of training and technical

assistance needs were included in the appendices. Eighteen tables report project director responses in rank order by: (a) total response, (b) federal region, and (c) project durations. Eighteen similar tables were also developed for project staff responses.

The results of the follow-up survey responses are reported comparatively between the two sets of data (1988 and 1990) in table format. Twenty-six tables have been developed to compare responses of both surveys to show progress.

A modified Likert scale was developed for the initial survey conducted in 1988 to assess the training and technical assistance needs according to: (a) Essential, (b) Very Important, (c) Important, (d) Not Important, and (e) No Response. In the follow-up survey of 1990, a modified Likert scale was used to rank progress toward addressing the same training and technical assistance needs as listed in the initial survey according to: (a) Already Addressed, (b) Scheduled, (c) Still Needed, and (d) Not Needed. In cases where certain rehabilitative services did not receive a response, No response was recorded.

Progress of the projects were comparatively reported according to: (a) the top five ranked training and technical assistance needs of project directors in 1988 by Federal Regions (IV, VI, VIII, IX, and X) with the 1990 responses, (b) the top five ranked training and technical assistance needs of project staff in 1988 by Federal Regions with the 1990 responses, (c) combined responses to training and technical assistance needs by director and staff, (d) combined training and technical assistance needs by total personnel response in prioritized order, (e) combined training needs responses by project directors and staff according to Federal Regions, and (f) combined technical assistance needs responses by project directors and staff according to Federal Regions.

In an effort to address the comparative response results to both surveys, varied examples will be cited. The tables contain many variables that could be expounded upon but it would be repetitious to comment on each category of comparative responses. To alleviate reiterating comments on each category, comments will be limited to the most significant results.

Twenty-six tables were developed for the follow-up survey. Tables 2 - 6 compare the initial survey response results of project directors with the follow-up survey results. The tables show the top five ranked training and technical assistance needs by federal regions.

Tables 2 - 6 compare the project director survey responses to the top five ranked training and technical assistance needs conducted in 1988, with the project director follow-up survey response results of 1990. In the initial survey conducted in 1988, the top five ranked training and technical assistance needs were determined by the essential and very important responses. The other three ratings of important, not important, and no response were not used to determine the top five ranked needs. In some cases, the total number of responses may vary (N=4 or N=3) and the percentages may both indicate 100%. This means that the response ratings by the same group of individuals were not all rated the same. It means that the total number of respondents either designated essential or very important.

According to the project director representing Region IV, the top ranked training and technical assistance as rated in 1988 have not been addressed. Table 2 indicates that four of the top five training needs of 1988 are still needed. The top four training needs still needed are: work adjustment, sheltered employment, rehabilitation terminology, and medical terminology. Three of the top five technical assistance needs still needed are: sheltered employment, program evaluation plan, and vocational evaluation. One of the top ranked training needs (vocational evaluation) and two top ranked technical assistance needs (medical terminology and work adjustment) in the 1988 survey received no response in follow-up survey (see Table 2).

Table 2
Comparison of Region IV Project Director's Survey Responses in Addressing the Top Five Ranked Training and Technical Assistance Needs of 1988 and 1990

	1988 Very Important/Essential Response		1990 N Total	Already Addressed Response		Scheduled Response		Still Needed Response		Not Needed Response		No Response	
Training Needs	N	%	Response	N	(%)	N	(%)	N	(%)	N	(%)	N	(%)
Vocational Evaluation	1	*100*	1	-	-	-	-	-	-	-	-	1	*100*
Work Adjustment	1	*100*	1	-	-	-	-	1	*100*	-	-	-	-
Sheltered Employment	1	*100*	1	-	-	-	-	1	*100*	-	-	-	-
Rehabilitation Terminology	1	*100*	1	-	-	-	-	1	*100*	-	-	-	-
Medical Terminology	1	*100*	1	-	-	-	-	1	*100*	-	-	-	-
Technical Assistance Needs													
Sheltered Employment	1	*100*	1	-	-	-	-	1	*100*	-	-	-	-
Medical Terminology	1	*100*	1	-	-	-	-	-	-	-	-	1	*100*
Program Evaluation Plan	1	*100*	1	-	-	-	-	1	*100*	-	-	-	-
Vocational Evaluation	1	*100*	1	-	-	-	-	1	*100*	-	-	-	-
Work Adjustment	1	*100*	1	-	-	-	-	-	-	-	-	1	*100*

Table 3 shows that the Region VI project directors' top ranked training and technical assistance needs as reported in 1988 have been already addressed. Program development, grantsmanship, and job placement training are still needed by one of the directors. Three of the top five training needs (program development, grantsmanship, and job placement) and three of the top five technical assistance needs (job placement, program development, and job development) are still needed by one director. Program evaluation plan and establish resource contacts training have been already addressed by the two project directors in Region VI (see Table 3).

Table 3
Comparison of **Region VI Project Directors' Survey Responses in Addressing the Top Five Ranked Training and Technical Assistance Needs of 1988 and 1990**

	1988 Very Important/Essential Response		1990 N Total	Already Addressed Response		Scheduled Response		Still Needed Response		Not Needed Response		No Response	
Training Needs	N	%	Response	N	(%)	N	(%)	N	(%)	N	(%)	N	(%)
Program Development	2	*100*	2	1	*50*	-	-	1	*50*	-	-	-	-
Grantsmanship	2	*100*	2	1	*50*	-	-	1	*50*	-	-	-	-
Job Placement	2	*100*	2	1	*50*	-	-	1	*50*	-	-	-	-
Program Evaluation Plan	2	*100*	2	2	*100*	-	-	-	-	-	-	-	-
Establish Resource Contact	2	*100*	2	2	*100*	-	-	-	-	-	-	-	-
Technical Assistance Needs													
Job Placement	2	*100*	2	1	*50*	-	-	1	*50*	-	-	-	-
Program Development	2	*100*	2	1	*50*	-	-	1	*50*	-	-	-	-
Program Evaluation Plan	2	*100*	2	2	*100*	-	-	-	-	-	-	-	-
Job Development	2	*100*	2	1	*50*	-	-	1	*50*	-	-	-	-
Establishing Resource Contacts	2	*100*	2	2	*100*	-	-	-	-	-	-	-	-

Table 4 represents Region VIII. Seven projects responded in 1988. Three of the directors responded to the 1990 follow-up survey. Two directors have had training in vocational evaluation and foundations of vocational rehabilitation. In 1988, seven (88%) Region VIII directors rated vocational rehabilitation legislation as the top training need. One of the three 1990 respondents has scheduled vocational rehabilitation legislation training, one still needs vocational rehabilitation legislation training, and one has indicated that the training is not needed. Two still need grantsmanship training and one responded with not needed.

In 1988, grantsmanship received 100% response as the top technical assistance need. Of the three 1990 respondents, grantsmanship is still needed, not needed and a no response was indicated for the third respondent. Technical assistance in report writing has been already addressed by one respondent and one has received technical assistance in vocational evaluation. One response to VR legislation and one response to job development indicate scheduled (see Table 4).

Table 4
Comparison of Region VIII Project Directors' Survey Responses in Addressing the Top Five Ranked Training and Technical Assistance Needs of 1988 with 1990

	1988 Very Important/Essential Response		1990 N Total	Already Addressed Response		Scheduled Response		Still Needed Response		Not Needed Response		No Response	
Training Needs	N	%	Response	N	(%)	N	(%)	N	(%)	N	(%)	N	(%)
Vocational Rehabilitation Legislation	7	*88*	3	-	-	1	*33*	1	*33*	1	*33*	-	-
Grantsmanship	6	*75*	3	-	-	-	-	2	*67*	1	*33*	-	-
IWRP Development	5	*71*	3	-	-	-	-	-	-	2	*67*	1	*33*
Vocational Evaluation	5	*63*	3	2	*67*	-	-	1	*33*	-	-	-	-
Foundations of Vocational Rehabilitation	5	*63*	3	2	*67*	-	-	-	-	1	*33*	-	-
Technical Assistance Needs													
Grantsmanship	6	*100*	3	-	-	-	-	1	*33*	1	*33*	1	*33*
Vocational Rehabilitation Legislation	5	*83*	3	-	-	1	*33*	-	-	1	*33*	1	*33*
Job Development	4	*80*	3	-	-	1	*33*	1	*33*	1	*33*	-	-
Report Writing	4	*80*	3	1	*33*	-	-	-	-	1	*33*	1	*33*
Vocational Evaluation	4	*67*	3	1	*33*	-	-	1	*33*	1	*33*	-	-

Table 5 indicates that Region IX has already addressed the top five ranked training needs, but not all respondents received the training. One of four 1990 respondents has already addressed job placement, job development, and IWRP development training. Two have already addressed establishing resource contacts training, and two have already addressed rehabilitation processes training. Technical assistance in establishing resource contacts has been already addressed by one respondent. The remaining four respondents indicated that the training and technical assistance needs are still needed or not needed (see Table 5).

Table 5
Comparison of **Region IX Project Directors' Survey** Responses in Addressing the **Top Five Ranked Training and Technical Assistance Needs** in 1988 and 1990

	1988 Very Important/Essential Response		1990	Already Addressed		Scheduled		Still Needed		Not Needed		No	
	N	Total	Response	N	(%)	N	(%)	N	(%)	N	(%)	N	(%)
Training Needs													
Job Placement	4	*100*	4	1	*25*	-	-	3	*75*	-	-	-	-
Job Development	3	*100*	4	1	*25*	-	-	3	*75*	-	-	-	-
Establishing Resource Contacts	3	*100*	4	2	*50*	-	-	2	*50*	-	-	-	-
Rehabilitation Processes	3	*100*	4	2	*50*	-	-	1	*25*	1	*25*	-	-
IWRP Development	3	*100*	4	1	*25*	-	-	1	*25*	2	*50*	-	-
Technical Assistance Needs													
Job Placement	3	*100*	4	-	-	-	-	4	*100*	-	-	-	-
Rehabilitation Terminology	2	*100*	4	-	-	-	-	2	*50*	2	*50*	-	-
Medical Terminology	2	*100*	4	-	-	-	-	3	*75*	1	*25*	-	-
Establishing Resource Contacts	2	*100*	4	1	*25*	-	-	1	*25*	2	*50*	-	-
Job Analysis	2	*100*	4	-	-	-	-	3	*75*	1	*25*	-	-

Table 6 shows that one to four project directors in Region X gave responses of very important and essential which were used to rate the top five ranked training and technical assistance needs. According to the 1990 survey responses, the top five ranked training needs and four of the top five ranked technical assistance needs have been already addressed. Three of the four 1988 respondents have already addressed IWRP development and confidentiality training. One respondent has indicated having received training in vocational evaluation, job development, and work adjustment while two of the four indicated still needed. One director's responses in 1988 rated the five top ranked technical assistance needs by indicating either essential or very important. Two 1990 respondents have received technical assistance in IWRP development and one respondent has indicated already addressed for rehabilitation processes, sheltered employment, and medical aspects of disabilities.

Table 6
Comparison of Region X Project Directors' Responses Toward Addressing the Top Five Ranked Training and Technical Assistance Needs of 1988 and 1990

	1988 Very Important/Essential Response		1990 N Total	Already Addressed Response		Scheduled Response		Still Needed Response		Not Needed Response		No Response	
Training Needs	N	%	Response	N	(%)	N	(%)	N	(%)	N	(%)	N	(%)
IWRP Development	4	*100*	4	3	*75*	-	-	-	-	-	-	1	*25*
Vocational Evaluation	3	*100*	4	1	*25*	-	-	2	*50*	-	-	1	*25*
Job Development	3	*75*	4	1	*25*	-	-	2	*50*	1	*25*	-	-
Confidentiality	3	*75*	4	3	*75*	-	-	-	-	1	*25*	-	-
Work Adjustment	3	*75*	4	1	*25*	-	-	2	*50*	1	*25*	-	-
Technical Assistance Needs													
Rehabilitation Processes	1	*100*	4	1	*25*	-	-	1	*25*	-	-	2	*50*
Sheltered Employment	1	*100*	4	1	*25*	-	-	2	*50*	-	-	1	*25*
Job Analysis	1	*100*	4	-	-	-	-	2	*50*	-	-	2	*50*
Medical Aspects of Disabilities	1	*100*	4	1	*25*	-	-	-	-	1	*25*	2	*50*
IWRP Development	1	*100*	4	2	*50*	-	-	-	-	-	-	2	*50*

Tables 7-11 compare the total project staff survey responses to the top five ranked training and technical assistance needs. The responses are reported by federal regions. The follow-up survey responses of 1990 show the progress toward addressing the previously identified needs in 1988.

Table 7 represents Region IV staff responses. The number of staff members has increased. The top five training and top five technical assistance needs identified in 1988 have been already addressed. Two training needs (report writing and job placement) have been scheduled again. Three technical assistance needs have been scheduled again (job placement, work adjustment, and program development). A few of the respondents (either

1, 2, or 4) still need five of the top ranked training and TA needs, but these numbers are few when considering that support staff has almost tripled since the survey of 1988 (see Table 7).

Table 7
Comparison of **Region IV Staff** Responses Toward Addressing the **Top Five Ranked Training and Technical Assistance Needs** of 1988 and 1990

	1988 Very Important/Essential Response		1990 N Total	Already Addressed Response		Scheduled Response		Still Needed Response		Not Needed Response		No Response	
Training Needs	N	%	Response	N	(%)	N	(%)	N	(%)	N	(%)	N	(%)
Report Writing	5	*100*	13	6	*46*	1	*8*	2	*15*	1	*8*	3	*23*
Job Placement	4	*100*	13	8	*62*	1	*8*	-	-	2	*15*	2	*15*
Program Evaluation Plan	4	*100*	13	8	*62*	-	-	2	*15*	-	-	3	*23*
Interpreting Technical Reports	5	*100*	13	4	*31*	-	-	4	*31*	1	*7*	4	*31*
Program Development	5	*100*	13	7	*54*	-	-	2	*16*	-	-	4	*30*
Technical Assistance Needs													
Job Placement	5	*100*	13	4	*31*	2	*15*	1	*8*	-	-	6	*46*
Confidentiality	4	*100*	13	4	*31*	-	-	-	-	3	*23*	6	*46*
Work Adjustment	5	*100*	13	3	*23*	1	*8*	2	*15*	1	*8*	6	*46*
Report Writing	4	*100*	13	4	*31*	-	-	1	*8*	3	*23*	5	*38*
Program Development	4	*100*	13	4	*31*	1	*8*	2	*15*	1	*8*	5	*38*

Table 8 shows that Region VI has had an increase of staff. Five of the top five training needs identified in 1988 have been already addressed. Training in confidentiality was attended by eight respondents while seven respondents prioritized the need in 1988. Five out of six respondents have had program evaluation plan training. These figures show definite progress. Some staff still indicated that the top five ranked training needs are

still needed. Four of the top five technical assistance needs have been already addressed, and some staff still indicate that technical assistance is still needed (see Table 8).

Table 8
Comparison of **Region VI Staff** Responses Toward Addressing the **Top Five Ranked Training and Technical Assistance Needs** of 1988 and 1990

	1988 Very Important/Essential Response		1990 N Total	Already Addressed Response		Scheduled Response		Still Needed Response		Not Needed Response		No Response	
Training Needs	N	%	Response	N	(%)	N	(%)	N	(%)	N	(%)	N	(%)
Medical Aspects of Disabilities	8	*89*	9	1	*11*	-	-	7	*78*	1	*11*	-	-
Confidentiality	7	*78*	9	8	*89*	-	-	1	*11*	-	-	-	-
Functional Limitations of Disabilities	7	*78*	9	2	*22*	-	-	6	*67*	1	*11*	-	-
Program Evaluation Plan	6	*75*	9	5	*56*	-	-	2	*22*	-	-	2	*22*
Program Development	5	*63*	9	3	*33*	1	*11*	4	*45*	-	-	1	*11*
Technical Assistance Needs													
Vocational Evaluation	8	*89*	9	-	-	-	-	6	*67*	-	-	3	*33*
Program Development	7	*88*	9	1	*11*	3	*33*	1	*11*	-	-	4	*45*
Establishing Resource Contacts	6	*86*	9	4	*45*	-	-	1	*11*	1	*11*	3	*33*
Confidentiality	6	*86*	9	6	*67*	-	-	-	-	-	-	3	*33*
Program Evaluation Plan	5	*83*	9	2	*22*	1	*11*	2	*22*	-	-	4	*45*

Table 9 represents Region VIII staff responses. There were as many as 12 respondents in 1988. In 1990, one staff member in Region VIII responded. The respondent indicated that confidentiality, job analysis, job development, and vocational evaluation training have been already addressed. Rehabilitation processes training is rated

as not needed. All of the top five ranked technical assistance needs of 1988 are rated in 1990 as not needed by the respondent (see Table 9).

Table 9
Comparison of Region VIII Staff Responses Toward Addressing the Top Five Ranked Training and Technical Assistance Needs of 1988 and 1990

	1988 Very Important/Essential Response		1990 N Total	Already Addressed Response		Scheduled Response		Still Needed Response		Not Needed Response		No Response	
Training Needs	N	%	Response	N	(%)	N	(%)	N	(%)	N	(%)	N	(%)
Confidentiality	12	*86*	1	1	*100*	-	-	-	-	-	-	-	-
Job Analysis	12	*86*	1	1	*100*	-	-	-	-	-	-	-	-
Job Development	12	*86*	1	1	*100*	-	-	-	-	-	-	-	-
Vocational Evaluation	11	*85*	1	1	*100*	-	-	-	-	-	-	-	-
Rehabilitation Processes	11	*79*	1	-	-	-	-	-	-	1	*100*	-	-
Technical Assistance Needs													
Confidentiality	10	*91*	1	-	-	-	-	-	-	1	*100*	-	-
Job Development	10	*83*	1	-	-	-	-	-	-	1	*100*	-	-
Job Analysis	9	*82*	1	-	-	-	-	-	-	1	*100*	-	-
Rehabilitation Processes	9	*82*	1	-	-	-	-	-	-	1	*100*	-	-
Job Placement	9	*82*	1	-	-	-	-	-	-	1	*100*	-	-

Table 10 comparatively reports Region IX staff responses to the top ranked training and technical assistance needs. The response rate increased for this group. IWRP development training has been already addressed for three respondents. Establishing resource contacts training has been already addressed for two respondents. The remainder of the 1990 respondents indicate that all five top ranked training needs are still needed. Two of the 1990 respondents indicated that program development training is not needed. One respondent indicated that job development training is not needed. One has indicated

that functional limitation training is not needed. With the increase of responses in Region IX, some of the 1990 respondents may have already had training in the areas that were rated as very important and essential in 1988.

Under technical assistance needs, foundations of VR and establishing resource contacts have been already addressed and attended by one person. The remainder of the top five technical assistance needs of 1988 are still needed. One respondent indicated that technical assistance in job analysis, foundations of vocational rehabilitation, and sheltered employment are not needed (see Table 10).

Table 10
Comparison of **Region IX Staff** Responses in Toward Addressing the **Top Five Ranked Training and Technical Assistance Needs** of 1988 and 1990

	1988 Very Important/Essential Response		1990 N Total	Already Addressed Response		Scheduled Response		Still Needed Response		Not Needed Response		No Response	
Training Needs	N	%	Response	N	(%)	N	(%)	N	(%)	N	(%)	N	(%)
IWRP Development	3	*100*	5	3	*60*	-	-	2	*40*	-	-	-	-
Program Development	3	*100*	5	-	-	-	-	3	*60*	2	*40*	-	-
Job Development	2	*100*	5	-	-	-	-	2	*40*	1	*20*	2	*40*
Functional Limitations	2	*100*	5	-	-	-	-	4	*80*	1	*20*	-	-
Establishing Resource Contacts	1	*100*	5	2	*40*	-	-	1	*20*	-	-	2	*40*
Technical Assistance Needs													
Job Development	3	*100*	5	-	-	-	-	3	*60*	-	-	2	*40*
Job Analysis	4	*100*	5	-	-	-	-	2	*40*	1	*20*	2	*40*
Foundations of Vocational Rehabilitation	4	*100*	5	1	*20*	-	-	1	*20*	1	*20*	2	*40*
Sheltered Employment	3	*100*	5	-	-	-	-	1	*20*	1	*20*	3	*60*
Establishing Resource Contacts	3	*100*	5	1	*20*	-	-	2	*40*	-	-	2	*40*

Table 11 reports the progress of Region X toward addressing the top five ranked training and technical assistance needs identified in 1988. The response rate increased from one to three respondents in 1988, to eight respondents in 1990. Four of the top five ranked training needs have been already addressed. Three people have received training in three of the five areas (rehabilitation terminology, rehabilitation processes, and vocational evaluation). Two have received training in foundations of vocational rehabilitation. Each of the top five ranked training needs have been scheduled to be addressed again.

All five of the top five technical assistance needs have been already addressed and job placement has been scheduled again to be addressed. Recipients of the already addressed training and technical assistance needs range from one to three. In view of what has been already addressed in Region X, and what is scheduled, a definite effort is being made to continue addressing the identified needs (see Table 11).

Table 11
Comparison of **Region X Staff** Responses Toward Addressing the **Top Five Ranked Training and Technical Assistance Needs** of 1988 and 1990

Training Needs	1988 Very Important/Essential Response N	1988 Very Important/Essential Response %	1990 N Total Response	Already Addressed Response N	Already Addressed Response (%)	Scheduled Response N	Scheduled Response (%)	Still Needed Response N	Still Needed Response (%)	Not Needed Response N	Not Needed Response (%)	No Response N	No Response (%)
Rehabilitation Terminology	3	*100*	8	3	*38*	1	*12*	3	*38*	1	*12*	-	-
Medical Terminology	2	*100*	8	-	-	2	*25*	5	*63*	1	*12*	-	-
Foundations of Vocational Rehabilitation	2	*100*	8	2	*25*	1	*12*	2	*25*	3	*38*	-	-
Rehabilitation Processes	2	*67*	8	3	*38*	1	*12*	1	*12*	3	*38*	-	-
Vocational Evaluation	1	*40*	8	3	*38*	1	*12*	3	*38*	1	*12*	-	-
Technical Assistance Needs													
Confidentiality	3	*100*	8	3	*38*	-	-	-	-	2	*24*	3	*38*
Job Analysis	2	*100*	8	1	*12*	-	-	3	*38*	1	*12*	3	*38*
Job Development	2	*100*	8	2	*24*	-	-	3	*38*	-	-	3	*38*
Job Placement	2	*100*	8	2	*25*	1	*12*	1	*12*	1	*12*	3	*39*
Functional Limitations	2	*100*	8	1	*12*	-	-	4	*38*	-	-	2	*50*

Table 12 shows the combined training needs responses of administrative and support staff. The combined total of responses for 1988 was 64. The percentages show how many of the total respondents rated each training need as essential and very important. The table is listed in the order as presented on the survey forms and not in prioritized order. The first training need listed is vocational evaluation. Twenty-nine (45%) of the 64 respondents in 1988 indicated vocational evaluation as very important and essential.

Reading down the 1988 percent column, Table 12 shows that 58% (N=37) of the 64 respondents rated functional limitations of disabilities and medical aspects of disabilities as the two top training needs. Reading across the table, 50 persons responded in 1990. Thirteen staff members (26%) of the 50 respondents have already addressed training in

functional limitations of disabilities, two staff members (4%) are scheduled to receive training, and 25 (50%) still need training in functional limitations of disabilities.

Under the already addressed column for the 1990 responses, training has been provided for each rehabilitative service listed. The number of participants range from at least six to as many as 35. Under the scheduled column, every rehabilitative service has been scheduled to be provided again except for IWRP Development and Confidentiality. Of the total responses, 50% have received training in IWRP Development, and 70% have received training in Confidentiality (see Table 12).

Table 12
1990 Comparison on the **Progress toward Addressing** the 1988 **Training Needs** of Combined **Administrative** (N=19) and **Staff** Responses (N=45)

	1988 Very Important/Essential Response		1990 N Total	Already Addressed Response		Scheduled Response		Still Needed Response		Not Needed Response		No Response	
Training Needs	N	%	Response	N	(%)	N	(%)	N	(%)	N	(%)	N	(%)
Vocational Evaluation	29	*45*	50	23	*46*	1	*2*	16	*32*	5	*10*	5	*10*
Work Adjustment	24	*38*	50	15	*30*	4	*8*	20	*40*	8	*16*	3	*6*
Independent Living Skills	15	*23*	50	11	*22*	1	*2*	26	*52*	5	*10*	7	*14*
Activities of Daily Living	11	*17*	50	11	*22*	4	*8*	21	*42*	10	*20*	4	*8*
Sheltered Employment	17	*27*	50	14	*28*	2	*4*	21	*42*	9	*18*	4	*8*
Rehab. Terminology	28	*44*	50	19	*39*	2	*4*	17	*35*	9	*18*	2	*4*
Medical Terminology	22	*34*	50	12	*24*	2	*4*	24	*48*	8	*16*	4	*8*
Establishing Resource Contacts	29	*45*	50	25	*50*	3	*6*	8	*16*	5	*10*	9	*18*
Job Analysis	29	*45*	50	11	*22*	4	*8*	22	*44*	6	*12*	7	*14*
Job Development	32	*50*	50	11	*22*	5	*10*	22	*44*	5	*10*	7	*14*
Job Placement	34	*53*	50	18	*36*	4	*8*	15	*30*	8	*16*	5	*10*
Rehabilitation Process	31	*48*	50	25	*50*	3	*6*	8	*16*	10	*20*	4	*8*

Table 12 (continued)
1990 Comparison on the **Progress toward Addressing** the 1988 **Training Needs** of Combined **Administrative** (N=19) and **Staff** Responses (N=45)

	1988 Very Important/Essential Response		1990 N Total	Already Addressed Response		Scheduled Response		Still Needed Response		Not Needed Response		No Response	
Training Needs	N	%	Response	N	(%)	N	(%)	N	(%)	N	(%)	N	(%)
Foundations of Vocational Rehab.	29	*45*	50	22	*44*	1	*2*	10	*20*	11	*22*	6	*12*
Functional Limitations of Disabilities	37	*58*	50	13	*26*	2	*4*	25	*50*	7	*14*	3	*6*
Medical Aspects of Disabilities	37	*58*	50	11	*22*	2	*4*	29	*58*	5	*10*	3	*6*
Vocational Rehabilitation Legislation	26	*41*	50	10	*20*	2	*4*	21	*42*	9	*18*	8	*16*
Program Evaluation Plan	29	*45*	50	19	*38*	1	*2*	16	*32*	7	*14*	7	*14*
IWRP Development	34	*53*	50	25	*50*	-	-	12	*24*	7	*14*	6	*12*
Interpreting Technical Reports	27	*42*	50	8	*16*	2	*4*	25	*50*	10	*20*	5	*10*
Confidentiality	33	*52*	50	35	*70*	-	-	3	*6*	8	*16*	4	*8*
Report Writing	32	*50*	50	18	*36*	2	*4*	16	*32*	9	*18*	5	*10*
Grantsmanship	27	*42*	50	12	*24*	1	*2*	21	*42*	8	*16*	8	*16*
Sign Language	17	*26*	50	6	*12*	1	*2*	29	*58*	9	*18*	5	*10*
Program Development	34	*53*	50	13	*26*	1	*2*	20	*40*	8	*16*	8	*16*

Table 13 combines the technical assistance needs of both administrative and staff responses for 1988 and 1990. Vocational evaluation and job development rated highest at 48% (31 of the 64 respondents), job placement followed at 47% (N=30). According to the 50 respondents to the 1990 survey, nine of the 50 (18%) have already addressed technical assistance in both vocational evaluation and job development. 11 (22%) have already addressed technical assistance in job placement.

In view of the already addressed column, every rehabilitative service has been already addressed. Table 13 shows that as many as three to 21 staff members have received technical assistance in all rehabilitative services listed. Seventeen (71%) of the 24 services listed have been scheduled to be addressed again (see Table 13).

Table 13
1990 Comparison on the **Progress Toward Addressing** the 1988 **Technical** Assistance Needs of Combined Administrative (N=19) and Staff Responses (N=45)

Training Needs	1988 Very Important/Essential Response N	%	1990 N Total Response	Already Addressed Response N	(%)	Scheduled Response N	(%)	Still Needed Response N	(%)	Not Needed Response N	(%)	No Response N	(%)
Vocational Evaluation	31	*48*	50	9	*18*	-	-	20	*40*	6	*12*	15	*30*
Work Adjustment	22	*34*	50	8	*16*	4	*8*	15	*30*	5	*10*	18	*36*
Independent Living Skills	14	*22*	50	5	*10*	-	-	22	*44*	9	*18*	14	*28*
Activities of Daily Living	13	*20*	50	5	*10*	5	*10*	16	*32*	8	*16*	16	*32*
Sheltered Employment	15	*23*	50	8	*16*	1	*2*	17	*34*	8	*16*	16	*32*
Rehab. Terminology	20	*32*	50	12	*24*	-	-	11	*22*	10	*20*	17	*34*
Medical Terminology	15	*23*	50	9	*18*	3	6	13	*26*	8	*16*	17	*34*
Establishing Resource Contacts	26	*41*	50	16	*32*	1	*2*	10	*20*	8	*16*	15	*30*
Job Analysis	24	*37*	50	5	*10*	2	*4*	21	*42*	6	*12*	16	*32*
Job Development	31	*48*	50	9	*18*	3	*6*	20	*40*	4	*8*	14	*28*
Job Placement	30	*47*	50	11	*22*	5	*10*	12	*24*	5	*10*	17	*34*
Rehabilitation Process	26	*40*	50	15	*30*	2	*4*	7	*14*	8	*16*	18	*36*
Foundations of Vocational Rehabilitation	24	*37*	50	12	*24*	3	*6*	6	*12*	10	*20*	19	*38*

Table 13 (continued)
1990 Comparison on the **Progress Toward Addressing the 1988 Technical Assistance Needs** of Combined Administrative (N=19) and Staff Responses (N=45)

Training Needs	1988 Very Important/Essential Response N	1988 Very Important/Essential Response %	1990 N Total Response	Already Addressed Response N	Already Addressed Response (%)	Scheduled Response N	Scheduled Response (%)	Still Needed Response N	Still Needed Response (%)	Not Needed Response N	Not Needed Response (%)	No Response N	No Response (%)
Functional Limitations of Disabilities	25	*39*	50	8	*16*	3	*6*	17	*34*	5	*10*	17	*34*
Medical Aspects of Disabilities	27	*42*	50	7	*14*	3	*6*	19	*38*	5	*10*	16	*32*
Vocational Rehabilitation Legislation	23	*36*	50	3	*6*	3	*6*	18	*36*	9	*18*	17	*34*
Program Evaluation Plan	26	*41*	50	8	*16*	2	*4*	14	*28*	8	*16*	18	*36*
IWRP Development	24	*38*	50	15	*30*	3	*6*	8	*16*	6	*12*	18	*36*
Interpreting Technical Reports	21	*33*	50	6	*12*	3	*6*	13	*26*	10	*20*	18	*36*
Confidentiality	27	*42*	50	21	*42*	-	-	-	-	10	*20*	19	*38*
Report Writing	24	*38*	50	11	*22*	-	-	13	*26*	7	*14*	19	*38*
Grantsmanship	18	*28*	50	6	*12*	-	-	19	*38*	8	*16*	17	*34*
Sign Language	13	*20*	50	5	*10*	-	-	22	*44*	6	*12*	17	*34*
Program Development	27	*42*	50	7	*14*	4	*8*	17	*34*	5	*10*	17	*34*

Table 14 shows the training needs of project director responses in prioritized order. Eighty-one percent (N=13) of the 1988 respondents indicating essential and very important rated IWRP development as the top training need. The 1990 survey responses show an increase to the total of 14. Six (43%) of the 14 respondents have already addressed training in IWRP development.

Seventy-one percent (N=12) of the respondents to the 1988 survey indicated job development, vocational evaluation, and functional limitations of disabilities as high

priority training needs. Three respondents in 1990 have indicated that job development is already addressed, one has indicated scheduled and eight indicate still needed, and two indicate not needed.

Twelve training needs under the scheduled column, which have already been addressed, are rescheduled. Under the still needed column, responses range from two to ten indicating that training is still needed. Each one of the training needs have some indications of not needed.

Table 14
1990 Comparison on the **Progress Toward Addressing** the 1988 **Prioritized Training Needs of all Project Directors**

	1988 Very Important/Essential Response		1990 N Total	Already Addressed Response		Scheduled Response		Still Needed Response		Not Needed Response		No Response	
Training Needs	N	%	Response	N	(%)	N	(%)	N	(%)	N	(%)	N	(%)
IWRP Development	13	*81*	14	6	*43*	-	-	2	*14*	4	*29*	2	*14*
Job Development	12	*71*	14	3	*22*	1	*7*	8	*57*	2	*14*	-	-
Vocational Evaluation	12	*71*	14	5	*36*	-	-	6	*43*	1	*7*	2	*14*
Functional Limitation of Disabilities	12	*71*	14	5	*36*	1	*7*	5	*36*	3	*21*	-	-
Rehabilitation Process	11	*69*	14	8	*57*	1	*7*	2	*14*	3	*22*	-	-
Grantsmanship	11	*69*	14	2	*14*	-	-	9	*65*	2	*14*	1	*7*
Job Placement	13	*68*	14	3	*21*	1	*7*	7	*21*	3	*51*	-	-
Work Adjustment	12	*66*	14	4	*29*	1	*7*	6	*43*	3	*21*	-	-
Medical Aspects of Disabilities	11	*65*	14	3	*21*	1	*7*	7	*51*	3	*21*	-	-
Establishing Resource Contacts	10	*63*	14	9	*65*	-	-	2	*14*	1	*7*	2	*14*
Program Development	10	*62*	14	1	*7*	-	-	6	*43*	4	*29*	3	*21*

Table 14 (continued)
1990 Comparison on the **Progress Toward Addressing the 1988 Prioritized Training Needs of all Project Directors**

Training Needs	1988 Very Important/Essential Response N	1988 Very Important/Essential Response %	1990 N Total Response	Already Addressed Response N	Already Addressed Response (%)	Scheduled Response N	Scheduled Response (%)	Still Needed Response N	Still Needed Response (%)	Not Needed Response N	Not Needed Response (%)	No Response N	No Response (%)
Program Evaluation Plan	8	*56*	14	3	*22*	1	*7*	6	*43*	2	*14*	2	*14*
Job Analysis	10	*56*	14	2	*14*	1	*7*	9	*65*	2	*14*	-	-
Vocational Rehabilitation Legislation	9	*56*	14	2	*14*	1	*7*	6	*43*	3	*22*	2	*14*
Sheltered Employment	9	*53*	14	4	*29*	1	*7*	6	*43*	3	*21*	-	-
Rehabilitation Terminology	8	*53*	14	5	*36*	-	-	4	*28*	5	*36*	-	-
Confidentiality	9	*53*	14	9	*64*	-	-	1	*7*	4	*29*	-	-
Interpreting Technical Reports	9	*53*	14	2	*14*	1	*7*	5	*36*	5	*36*	1	*7*
Report Writing	9	*53*	14	4	*29*	-	-	5	*35*	4	*29*	1	*7*
Medical Terminology	8	*50*	14	3	*22*	-	-	6	*43*	5	*35*	-	-
Foundation of Vocational Rehabilitation	8	*50*	14	6	*43*	-	-	2	*14*	5	*36*	1	*7*
Activities of Daily Living	6	*38*	14	2	*14*	2	*14*	5	*36*	5	*36*	-	-
Independent Living Skills	6	*34*	14	2	*14*	-	-	10	*72*	2	*14*	-	-
Sign Language	5	*29*	14	1	*7*	-	-	9	*64*	4	*29*	-	-

Table 15 shows the prioritized order of technical assistance needs. The top technical assistance need is job placement. Eighty percent (N=8) of the respondents in 1988 rated technical assistance in job placement as "very important" and "essential". Two (15%) of the 14 respondents to the 1990 survey have already addressed technical assistance

in job placement , one respondent (7%) indicated that TA is scheduled, five (36%) indicated still needed, three (21%) indicated not needed, and three (21%) did not respond.

Each rehabilitative service listed has received technical assistance, but each rehabilitative service has responses of still needed. Twelve of the 24 services have scheduled technical assistance training which indicates effects to address the needs are ongoing (see Table 15).

Table 15
1990 Comparison on the **Progress Toward Addressing the 1988 Prioritized Technical Assistance** Needs of **All Project Directors** (N=19)

	1988 Very Important/Essential Response		1990 N Total	Already Addressed Response		Scheduled Response		Still Needed Response		Not Needed Response		No Response	
Training Needs	N	%	Response	N	(%)	N	(%)	N	(%)	N	(%)	N	(%)
Job Placement	8	*80*	14	2	*15*	1	*7*	5	*36*	3	*21*	3	*21*
Job Development	7	*78*	14	2	*14*	1	*8*	7	*50*	2	*14*	2	*14*
Establishing Resource Contacts	7	*70*	14	6	*43*	-	-	2	*14*	4	*29*	2	*14*
Report Writing	7	*70*	14	4	*29*	-	-	4	*29*	2	*13*	4	*29*
Rehabilitation Terminology	6	*66*	14	4	*29*	-	-	4	*29*	4	*29*	2	*13*
Grantsmanship	7	*64*	14	2	*14*	-	-	9	*64*	1	*8*	2	*14*
Program Evaluation Plan	7	*64*	14	2	*14*	1	*7*	6	*43*	3	*22*	2	*14*
Program Development	7	*64*	14	1	*7*	-	-	9	*64*	1	*7*	3	*22*
Medical Aspects of Disabilities	7	*64*	14	2	*14*	1	*7*	4	*29*	3	*21*	4	*29*
Vocational Rehabilitation Legislation	7	*64*	14	1	*7*	1	*7*	5	*36*	4	*29*	3	*21*
Medical Terminology	6	*60*	14	3	*22*	-	-	4	*28*	4	*28*	3	*22*
Work Adjustment	6	*60*	14	4	*29*	1	*7*	5	*36*	2	*14*	2	*14*
Job Analysis	6	*60*	14	1	*7*	1	*7*	7	*50*	2	*14*	3	*22*

Table 15 (continued)
1990 Comparison on the **Progress Toward Addressing the 1988 Prioritized Technical Assistance** Needs of All **Project Directors** (N=19)

Training Needs	1988 Very Important/Essential Response N	%	1990 N Total Response	Already Addressed Response N	(%)	Scheduled Response N	(%)	Still Needed Response N	(%)	Not Needed Response N	(%)	No Response N	(%)
Vocational Evaluation	7	*58*	14	3	*21*	-	-	7	*50*	3	*21*	1	*8*
IWRP Development	6	*55*	14	5	*36*	-	-	1	*7*	3	*21*	5	*36*
Functional Limitation of Disabilities	5	*50*	14	3	*22*	1	*7*	5	*35*	2	*14*	3	*22*
Rehabilitation Process	5	*45*	14	5	*36*	1	*7*	2	*14*	2	*14*	4	*29*
Sheltered Employment	5	*45*	14	3	*21*	1	*7*	5	*36*	4	*29*	1	*7*
Foundation of Vocational Rehabilitation	5	*45*	14	4	*29*	-	-	1	*7*	5	*35*	4	*29*
Activities of Daily Living	5	*45*	14	2	*14*	2	*14*	4	*28*	3	*22*	3	*22*
Interpreting Technical Reports	5	*42*	14	2	*14*	1	*7*	4	*29*	4	*29*	3	*21*
Confidentiality	4	*40*	14	7	*50*	-	-	-	-	3	*21*	4	*29*
Independent Living Skills	3	*30*	14	2	*14*	-	-	6	*42*	3	*22*	3	*22*
Sign Language	2	*20*	14	1	*8*	-	-	7	*50*	3	*21*	3	*21*

Table 16 compares the initial and follow-up survey responses of all project staff training needs in prioritized order. Twenty-six respondents (79%) in 1988 rated medical aspects of disabilities as the top training need. Eight (22%) of the 36 respondents in 1990 have already addressed training in medical aspects of disabilities. Twenty-five (78%) rated functional limitations as the next highest priority. Twenty-two percent (N=8) of the 36 respondents in 1990 have already addressed functional limitations, one (3%) indicated scheduled, 20 (56%) still need the training, and three (8%) did not respond. Foundations of vocational rehabilitation rated as the top third highest in priority. Sixteen (44%) of the

1990 respondents have already addressed foundations. Confidentiality training has already addressed 26 participants (72%) of 36 respondents to the 1990 survey (see Table 16).

Table 16
1990 Comparison on the **Progress Toward Addressing the 1988 Prioritized Training Needs of All Project Staff** (N=45)

	1988 Very Important/Essential Response		1990 N Total	Already Addressed Response		Scheduled Response		Still Needed Response		Not Needed Response		No Response	
Training Needs	N	%	Response	N	(%)	N	(%)	N	(%)	N	(%)	N	(%)
Medical Aspects of Disabilities	26	*79*	36	8	*22*	1	*3*	22	*61*	2	*6*	3	*8*
Functional Limitation of Disabilities	25	*78*	36	8	*22*	1	*3*	20	*56*	4	*11*	3	*8*
Foundation of Vocational Rehabilitation	21	*75*	36	16	*44*	1	*3*	8	*22*	6	*17*	5	*14*
Confidentiality	24	*73*	36	26	*72*	-	-	2	*6*	4	*11*	4	*11*
Program Development	24	*71*	36	12	*33*	1	*3*	14	*39*	4	*11*	5	*14*
Report Writing	23	*70*	36	14	*39*	2	*6*	11	*30*	5	*14*	4	*11*
Program Evaluation Plan	21	*68*	36	16	*44*	-	-	10	*28*	5	*14*	5	*14*
Rehabilitation Process	20	*63*	36	17	*47*	2	*6*	6	*17*	7	*19*	4	*11*
Job Development	20	*63*	36	8	*22*	4	*11*	14	*39*	3	*8*	7	*20*
Establishing Resource Contacts	19	*63*	36	16	*44*	3	*8*	6	*17*	4	*11*	7	*20*
IWRP Development	21	*62*	36	19	*53*	-	-	10	*28*	3	*8*	4	*11*
Job Placement	21	*62*	36	15	*42*	3	*8*	8	*22*	5	*14*	5	*14*
Vocational Evaluation	17	*61*	36	18	*50*	1	*3*	10	*28*	4	*11*	3	*8*
Job Analysis	19	*61*	36	9	*25*	3	*9*	13	*36*	4	*11*	7	*19*
Rehabilitation Terminology	20	*61*	36	14	*40*	2	*6*	13	*37*	4	*11*	2	*6*

Table 16 (continued)
1990 Comparison on the **Progress Toward Addressing** the 1988 **Prioritized Training** Needs of All **Project Staff** (N=45)

Training Needs	1988 Very Important/Essential Response N	%	1990 N Total Response	Already Addressed Response N	(%)	Scheduled Response N	(%)	Still Needed Response N	(%)	Not Needed Response N	(%)	No Response N	(%)
Vocational Rehabilitation Legislation	17	*61*	36	8	*22*	1	*3*	15	*41*	6	*17*	6	*17*
Interpreting Technical Reports	18	*56*	36	6	*17*	1	*3*	20	*55*	5	*14*	4	*11*
Grantsmanship	16	*47*	36	10	*28*	1	*3*	12	*33*	6	*17*	7	*19*
Medical Terminology	14	*41*	36	9	*25*	2	*6*	18	*50*	3	*8*	4	*11*
Work Adjustment	12	*39*	36	11	*31*	3	*8*	14	*39*	5	*14*	3	*8*
Sign Language	12	*33*	36	5	*14*	1	*3*	20	*55*	5	*14*	5	*14*
Independent Living Skills	9	*28*	36	9	*25*	1	*3*	16	*44*	3	*8*	7	*20*
Sheltered Employment	8	*26*	36	10	*27*	1	*3*	15	*42*	6	*17*	4	*11*
Activities of Daily Living	5	*16*	36	9	*25*	2	*6*	16	*44*	5	*14*	4	*11*

Table 17 shows progress of addressing technical assistance needs of all project staff in prioritized order. Twenty-three (85%) of the 45 support staff respondents in 1988 rated confidentiality as the highest technical assistance need. Fourteen (39%) of the 36 staff respondents of 1990 have already addressed technical assistance training in confidentiality. Job development, job placement, and program development were the next highest in priority. The table indicates progress in addressing the technical assistance needs. Ten respondents (28%) to the 1990 survey have already addressed rehabilitation process, IWRP development, and establishing resource contacts (see Table 17).

Table 17
1990 Comparison on the **Progress Toward Addressing the 1988 Prioritized Technical Assistance Needs of All Project Staff** (N=45)

Training Needs	1988 Very Important/Essential Response N	%	1990 N Total Response	Already Addressed Response N	(%)	Scheduled Response N	(%)	Still Needed Response N	(%)	Not Needed Response N	(%)	No Response N	(%)
Confidentiality	23	*85*	36	14	*39*	-	-	-	-	7	*19*	15	*42*
Job Development	24	*83*	36	7	*19*	2	*6*	13	*36*	2	*6*	12	*33*
Job Placement	22	*81*	36	9	*25*	4	*11*	7	*19*	2	*6*	14	*39*
Program Development	20	*80*	36	6	*17*	4	*11*	8	*22*	4	*11*	14	*39*
Rehabilitation Process	21	*78*	36	10	*28*	1	*3*	5	*14*	6	*16*	14	*39*
Vocational Evaluation	24	*77*	36	6	*17*	-	-	13	*36*	3	*8*	14	*39*
Medical Aspects of Disabilities	20	*77*	36	5	*13*	2	*6*	15	*42*	2	*6*	12	*33*
Functional Limitation of Disabilities	20	*74*	36	5	*14*	2	*6*	12	*33*	3	*8*	14	*39*
IWRP Development	18	*72*	36	10	*28*	3	*8*	7	*20*	3	*8*	13	*36*
Program Evaluation Plan	19	*70*	36	6	*17*	1	*3*	8	*22*	5	*14*	16	*44*
Establishing Resource Contacts	19	*70*	36	10	*28*	1	*3*	8	*22*	4	*11*	13	*36*
Report Writing	17	*65*	36	7	*19*	-	-	9	*25*	5	*14*	15	*42*
Job Analysis	18	*64*	36	4	*11*	1	*3*	14	*39*	4	*11*	13	*36*
Foundations of Vocational Rehabilitation	19	*61*	36	8	*22*	3	*8*	5	*14*	5	*14*	15	*42*
Interpreting Technical Reports	16	*59*	36	4	*11*	2	*6*	9	*25*	6	*16*	15	*42*
Vocational Rehabilitation Legislation	16	*55*	36	2	*6*	2	*6*	13	*36*	5	*14*	14	*38*
Work Adjustment	16	*55*	36	4	*11*	3	*8*	10	*28*	3	*8*	16	*45*

Table 17 (continued)
1990 Comparison on the **Progress Toward Addressing** the 1988 Prioritized **Technical Assistance Needs of All Project Staff**

Training Needs	1988 Very Important/Essential Response N	%	1990 N Total Response	Already Addressed Response N	(%)	Scheduled Response N	(%)	Still Needed Response N	(%)	Not Needed Response N	(%)	No Response N	(%)
Rehabilitation Terminology	14	*54*	36	8	*22*	-	-	7	*19*	6	*17*	15	*42*
Grantsmanship	11	*42*	36	4	*11*	-	-	10	*28*	7	*19*	15	*42*
Sign Language	11	*42*	36	4	*11*	-	-	15	*42*	3	*8*	14	*39*
Sheltered Employment	10	*40*	36	5	*14*	-	-	12	*33*	4	*11*	15	*42*
Independent Living Skills	11	*38*	36	3	*8*	-	-	16	*44*	6	*17*	11	*31*
Medical Terminology	9	*35*	36	6	*17*	3	*8*	9	*25*	4	*11*	14	*39*
Activities of Daily Living	8	*30*	36	3	*8*	3	*8*	12	*34*	5	*14*	13	*36*

Table 18 shows the progress of Region IV. Total staff has increased from six (one administrator and five staff members) to 14 respondents. The responses to the training needs are listed in the order as listed on the survey forms. The already addressed column indicates that every training need has been addressed, and in most cases, the respondents in 1988 have received training along with new staff members. Even though each of the listed training needs responses indicate still needed, ten of the 24 listed training needs are scheduled to be addressed again. The project in Region IV has expanded. The response results show definite progress to address training needs.

Table 18
1990 Comparison on the Progress Toward Addressing the 1988 Region IV Training Needs of Administration (N=1) and Staff (N=5)

Training Needs	1988 Very Important/Essential Response N	%	1990 N Total Response	Already Addressed Response N	(%)	Scheduled Response N	(%)	Still Needed Response N	(%)	Not Needed Response N	(%)	No Response N	(%)
Vocational Evaluation	2	*33*	14	8	*57*	-	-	1	*7*	1	*7*	4	*29*
Work Adjustment	3	*50*	14	6	*43*	1	*7*	4	*29*	1	*7*	2	*14*
Independent Living Skills	3	*50*	14	5	*36*	-	-	5	*36*	-	-	4	*28*
Activities of Daily Living	3	*50*	14	4	*29*	1	*7*	7	*50*	-	-	2	*14*
Sheltered Employment	3	*50*	14	2	*14*	1	*7*	8	*57*	-	-	3	*22*
Rehabilitation Terminology	5	*83*	14	6	*46*	-	-	4	*31*	1	*7*	2	*16*
Medical Terminology	4	*66*	14	4	*29*	-	-	5	*35*	1	*7*	4	*29*
Establishing Resource Contacts	5	*83*	14	4	*29*	2	*14*	2	*14*	1	*7*	5	*36*
Job Analysis	4	*66*	14	2	*14*	1	*7*	6	*43*	1	*7*	4	*29*
Job Development	5	*83*	14	3	*21*	2	*14*	5	*36*	-	-	4	*29*
Job Placement	5	*83*	14	8	*58*	1	*7*	1	*7*	2	*14*	2	*14*
Rehabilitation Process	3	*50*	14	7	*50*	-	-	2	*14*	1	*7*	4	*29*
Foundations of Vocational Rehabilitation	4	*66*	14	6	*43*	-	-	4	*29*	1	*7*	3	*21*
Functional Limitations of Disabilities	5	*83*	14	4	*29*	1	*7*	6	*43*	-	-	3	*21*
Medical Aspects of Disabilities	5	*83*	14	6	*43*	-	-	5	*36*	-	-	3	*21*
Vocational Rehabilitation Legislation	4	*66*	14	2	*14*	-	-	6	*43*	2	*14*	4	*29*

Table 18 (continued)
1990 Comparison on the **Progress Toward Addressing** the 1988 **Region IV Training Needs** of Total **Administrative** (N=1) and **Staff** (N=5)

Training Needs	1988 Very Important/Essential Response N	%	1990 N Total Response	Already Addressed Response N	(%)	Scheduled Response N	(%)	Still Needed Response N	(%)	Not Needed Response N	(%)	No Response N	(%)
Program Evaluation Plan	5	*83*	14	8	*57*	-	-	2	*14*	-	-	4	*29*
IWRP Development	5	*83*	14	7	*50*	-	-	3	*21*	-	-	4	*29*
Interpreting Technical Reports	6	*100*	14	4	*29*	-	-	4	*29*	1	*7*	5	*35*
Confidentiality	5	*83*	14	8	*57*	-	-	2	*14*	1	*7*	3	*22*
Report Writing	6	*100*	14	6	*44*	1	*7*	3	*21*	1	*7*	3	*21*
Grantsmanship	5	*83*	14	6	*43*	-	-	3	*21*	-	-	5	*36*
Sign Language	3	*50*	14	3	*21*	1	*8*	7	*50*	-	-	3	*21*
Program Development	5	*83*	14	7	*50*	-	-	2	*14*	-	-	5	*36*

Table 19 shows the combined results of Region VI in 1988 totals 12 respondents. The total number of responses in 1990 was 11 (administrative and staff). The training needs are listed in the same order as on the survey forms and not in prioritized order. Medical aspects of disabilities received a 75% (N=9) top response need in 1988. Two of the respondents to the 1990 survey have already addressed training in medical aspects of disabilities, eight still need the training, and one indicated, not needed. In Region VI, each training need shows already addressed. Under the scheduled column, 11 training needs are being addressed again. This shows that training is ongoing and repeated in some instances.

Table 19
1990 Comparison on the **Progress Toward Addressing the 1988 Region VI Training Needs of Administrative** (N=2) and **Staff Responses** (N=10)

Training Needs	1988 Very Important/Essential Response N	1988 Very Important/Essential Response %	1990 N Total Response	Already Addressed Response N	Already Addressed Response (%)	Scheduled Response N	Scheduled Response (%)	Still Needed Response N	Still Needed Response (%)	Not Needed Response N	Not Needed Response (%)	No Response N	No Response (%)
Vocational Evaluation	4	*33*	11	4	*36*	-	-	6	*54*	1	*10*	-	-
Work Adjustment	3	*25*	11	3	*27*	2	*18*	5	*45*	1	*10*	-	-
Independent Living Skills	4	*33*	11	3	*27*	-	-	6	*55*	1	*9*	1	*9*
Activities of Daily Living	2	*16*	11	3	*28*	1	*9*	5	*45*	1	*9*	1	*9*
Sheltered Employment	2	*16*	11	7	*63*	-	-	3	*27*	1	*10*	-	-
Rehab. Terminology	3	*25*	11	6	*54*	1	*10*	4	*36*	-	-	-	-
Medical Terminology	1	*8*	11	6	*54*	-	-	5	*46*	-	-	-	-
Establishing Resource Contacts	7	*58*	11	8	*73*	1	*9*	1	*9*	-	-	1	*9*
Job Analysis	4	*33*	11	5	*46*	1	*9*	4	*36*	-	-	1	*9*
Job Development	4	*33*	11	3	*27*	2	*18*	5	*45*	-	-	1	*10*
Job Placement	5	*42*	11	3	*27*	1	*9*	6	*55*	-	-	1	*9*
Rehabilitation Process	6	*50*	11	7	*63*	1	*10*	3	*27*	-	-	-	-
Foundations of Vocational Rehabilitation	5	*42*	11	7	*64*	-	-	2	*18*	1	*9*	1	*9*
Functional Limitations of Disabilities	8	*67*	11	3	*27*	-	-	7	*63*	1	*10*	-	-
Medical Aspects of Disabilities	9	*75*	11	2	*18*	-	-	8	*73*	1	*9*	-	-
Vocational Rehabilitation Legislation	5	*42*	11	6	*55*	-	-	3	*27*	-	-	2	*18*
Program Evaluation Plan	8	*67*	11	7	*64*	-	-	2	*18*	-	-	2	*18*

Table 19 (continued)
1990 Comparison on the **Progress Toward Addressing** the 1988 **Region VI Training Needs of Administrative** (N=2) and **Staff** Responses (N=10)

Training Needs	1988 Very Important/Essential Response N	%	1990 N Total Response	Already Addressed Response N	(%)	Scheduled Response N	(%)	Still Needed Response N	(%)	Not Needed Response N	(%)	No Response N	(%)
IWRP Development	6	*50*	11	8	*73*	-	-	3	*27*	-	-	-	-
Interpreting Technical Reports	4	*33*	11	2	*18*	1	*9*	7	*64*	1	*9*	-	-
Confidentiality	8	*67*	11	10	*90*	-	-	1	*10*	-	-	-	-
Report Writing	5	*42*	11	8	*73*	-	-	2	*18*	-	-	1	*9*
Grantsmanship	5	*42*	11	3	*27*	1	*9*	4	*37*	1	*9*	2	*18*
Sign Language	4	*33*	11	2	*18*	-	-	7	*64*	-	-	2	*18*
Program Development	7	*58*	11	4	*36*	1	*9*	5	*46*	-	-	1	*9*

Table 20 shows the training progress in Region VIII. Twenty-four administrative and staff responded to the 1988 survey. In 1990, the total number of responses decreased from 24 to four. In 1988, vocational evaluation, job development, medical aspect of disabilities, and vocational rehabilitation legislation received 67% (N=16) responses in the very important and essential categories. Three of the four respondents (1990) have already addressed training in vocational evaluation. One respondent in 1990 received training in job development. One respondent to the 1990 survey received training in medical aspects of disabilities. None of the respondents to the 1990 survey have had vocational rehabilitation legislation training addressed, but one respondent indicated that training in this area has been scheduled. Fourteen of the 24 training needs listed have been addressed with one to three in attendance. Eleven training needs have been scheduled. Even though the response rate decreased, progress is being made at addressing the training needs (see Table 20).

Table 20
1990 Comparison on the **Progress Toward Addressing** the 1988 **Region VIII Training Needs** of **Administrative** (N=8) and **Staff** Responses (N=16)

Training Needs	1988 Very Important/Essential Response N	1988 Very Important/Essential Response %	1990 N Total Response	Already Addressed Response N	Already Addressed Response (%)	Scheduled Response N	Scheduled Response (%)	Still Needed Response N	Still Needed Response (%)	Not Needed Response N	Not Needed Response (%)	No Response N	No Response (%)
Vocational Evaluation	16	*67*	4	3	*75*	-	-	1	*25*	-	-	-	-
Work Adjustment	11	*46*	4	1	*25*	-	-	1	*25*	2	*50*	-	-
Independent Living Skills	3	*12*	4	-	-	-	-	3	*75*	1	*25*	-	-
Activities of Daily Living	3	*12*	4	-	-	1	*25*	1	*25*	2	*50*	-	-
Sheltered Employment	6	*25*	4	-	-	1	*25*	1	*25*	2	*50*	-	-
Rehab. Terminology	14	*58*	4	1	*25*	-	-	-	-	3	*75*	-	-
Medical Terminology	10	*42*	4	1	*25*	-	-	-	-	3	*75*	-	-
Establishing Resource Contacts	13	*54*	4	3	*75*	-	-	-	-	1	*25*	-	-
Job Analysis	15	*63*	4	1	*25*	1	*25*	1	*25*	1	*25*	-	-
Job Development	16	*67*	4	1	*25*	1	*25*	1	*25*	1	*25*	-	-
Job Placement	15	*63*	4	1	*25*	1	*25*	-	-	2	*50*	-	-
Rehabilitation Process	15	*63*	4	1	*25*	1	*25*	-	-	2	*50*	-	-
Foundations of Vocational Rehabilitation	15	*63*	4	2	*50*	-	-	-	-	2	*50*	-	-
Functional Limitations of Disabilities	15	*63*	4	1	*25*	1	*25*	-	-	2	*50*	-	-
Medical Aspects of Disabilities	16	*67*	4	1	*25*	1	*25*	1	*25*	1	*25*	-	-
Vocational Rehabilitation Legislation	16	*67*	4	-	-	1	*25*	1	*25*	2	*50*	-	-

Table 20 (continued)
1990 Comparison on the **Progress Toward Addressing** the 1988 **Region VIII Training Needs** of **Administrative** (N=8) and **Staff** Responses (N=16)

Training Needs	1988 Very Important/Essential Response N	%	1990 N Total Response	Already Addressed Response N	(%)	Scheduled Response N	(%)	Still Needed Response N	(%)	Not Needed Response N	(%)	No Response N	(%)
Program Evaluation Plan	12	*50*	4	-	-	1	*25*	1	*25*	2	*50*	-	-
IWRP Development	14	*58*	4	-	-	-	-	-	-	3	*75*	1	*25*
Interpreting Technical Reports	11	*46*	4	-	-	1	*25*	1	*25*	2	*50*	-	-
Confidentiality	15	*63*	4	2	*50*	-	-	-	-	2	*50*	-	-
Report Writing	14	*58*	4	1	*25*	-	-	-	-	3	*75*	-	-
Grantsmanship	13	*54*	4	-	-	-	-	2	*50*	2	*50*	-	-
Sign Language	4	*16*	4	-	-	-	-	1	*25*	3	*75*	-	-
Program Development	14	*58*	4	-	-	-	-	2	*50*	1	*25*	1	*25*

Table 21 shows the progress being made in Region IX in addressing training needs. The total number of administrative and staff respondents in 1988 was 11. The total number of respondents in 1990 decreased to nine. Sixty-seven percent (N=7) of the respondents in 1988 rated job placement as very important and essential. Two of the nine respondents to the 1990 survey have already addressed training in job placement; four still need job placement training; one responded with not needed; and one did not respond. No training has been scheduled.

Table 21
1990 Comparison on the **Progress Toward Addressing the 1988 Region IX Training Needs of Administrative** (N=4) and **Staff** Responses (N=7)

Training Needs	1988 Very Important/Essential Response N	1988 Very Important/Essential Response %	1990 N Total Response	Already Addressed Response N	Already Addressed Response (%)	Scheduled Response N	Scheduled Response (%)	Still Needed Response N	Still Needed Response (%)	Not Needed Response N	Not Needed Response (%)	No Response N	No Response (%)
Vocational Evaluation	4	*36*	9	4	*45*	-	-	3	*33*	2	*22*	-	-
Work Adjustment	3	*27*	9	4	*45*	-	-	3	*33*	1	*11*	1	*11*
Independent Living Skills	1	*9*	9	1	*11*	-	-	4	*45*	2	*22*	2	*22*
Activities of Daily Living	1	*9*	9	2	*23*	-	-	3	*33*	3	*33*	1	*11*
Sheltered Employment	1	*9*	9	3	*33*	-	-	2	*23*	3	*33*	1	*11*
Rehab. Terminology	3	*27*	9	-	-	-	-	6	*67*	3	*33*	-	-
Medical Terminology	4	*36*	9	-	-	-	-	8	*89*	1	*11*	-	-
Establishing Resource Contacts	4	*36*	9	4	*45*	-	-	3	*33*	-	-	2	*22*
Job Analysis	4	*36*	9	-	-	-	-	6	*67*	1	*11*	2	*22*
Job Development	5	*45*	9	1	*11*	-	-	5	*56*	1	*11*	2	*22*
Job Placement	7	*63*	9	2	*22*	-	-	4	*45*	1	*11*	2	*22*
Rehabilitation Process	4	*36*	9	4	*45*	-	-	2	*22*	3	*33*	-	-
Foundations of Vocational Rehabilitation	3	*27*	9	3	*33*	-	-	2	*23*	3	*33*	1	*11*
Functional Limitations of Disabilities	6	*54*	9	1	*11*	-	-	6	*67*	2	*22*	-	-
Medical Aspects of Disabilities	4	*36*	9	-	-	-	-	8	*89*	1	*11*	-	-
Vocational Rehabilitation Legislation	1	*9*	9	2	*22*	-	-	6	*67*	1	*11*	-	-
Program Evaluation Plan	3	*27*	9	3	*33*	-	-	5	*56*	1	*11*	-	-

Table 21 (continued)
1990 Comparison on the **Progress Toward Addressing the 1988 Region IX Training Needs of Administrative** (N=4) and **Staff** Responses (N=7)

Training Needs	1988 Very Important/Essential Response N	%	1990 N Total Response	Already Addressed Response N	(%)	Scheduled Response N	(%)	Still Needed Response N	(%)	Not Needed Response N	(%)	No Response N	(%)
IWRP Development	6	*45*	9	4	*45*	-	-	3	*33*	2	*22*	-	-
Interpreting Technical Reports	4	*36*	9	-	-	-	-	7	*78*	2	*22*	-	-
Confidentiality	3	*27*	9	6	*67*	-	-	-	-	2	*22*	1	*11*
Report Writing	5	*45*	9	-	-	-	-	8	*89*	1	*11*	-	-
Grantsmanship	3	*27*	9	-	-	-	-	6	*67*	2	*22*	1	*11*
Sign Language	5	*45*	9	-	-	-	-	7	*78*	2	*22*	-	-
Program Development	5	*45*	9	-	-	-	-	5	*56*	4	*44*	-	-

Table 22 shows the progress being made in Region X in addressing the training needs of all staff. Eleven staff members responded to the 1988 survey and 12 responded to the 1990 follow-up survey. As many as five of the 1988 respondents rated training needs in the categories of very important and essential. Five respondents rated sheltered employment at 45% which is the highest rated rehabilitative service on Table 22. Of the 12 respondents in 1990, two have already addressed training in sheltered employment. Seven of the twelve respondents have indicated still needed. Training in sheltered employment has not been scheduled. Confidentiality has been already addressed by nine respondents (75%). Rehabilitation terminology, establishing resource contacts and rehabilitation process have been already addressed by six (50%) of the respondents. Thirteen of the 24 rehabilitation services have been scheduled (see Table 22).

Table 22
1990 Comparison on the **Progress Toward Addressing** the 1988 of **Region X**
Training Needs of **Administrative** (N=4) and **Staff** Response (N=7)

Training Needs	1988 Very Important/Essential Response N	1988 Very Important/Essential Response %	1990 N Total Response	Already Addressed Response N	Already Addressed Response (%)	Scheduled Response N	Scheduled Response (%)	Still Needed Response N	Still Needed Response (%)	Not Needed Response N	Not Needed Response (%)	No Response N	No Response (%)
Vocational Evaluation	4	*36*	12	4	*34*	1	*8*	5	*42*	1	*8*	1	*8*
Work Adjustment	4	*36*	12	1	*8*	1	*8*	7	*59*	3	*25*	-	-
Independent Living Skills	3	*27*	12	2	*17*	1	*8*	8	*67*	1	*8*	-	-
Activities of Daily Living	2	*18*	12	2	*17*	1	*8*	5	*42*	4	*33*	-	-
Sheltered Employment	5	*45*	12	2	*17*	-	-	7	*58*	3	*25*	-	-
Rehab. Terminology	4	*36*	12	6	*50*	1	*8*	3	*25*	2	*17*	-	-
Medical Terminology	4	*36*	12	1	*8*	2	*17*	6	*50*	3	*25*	-	-
Establishing Resource Contacts	1	*9*	12	6	*50*	-	-	2	*17*	3	*25*	1	*8*
Job Analysis	3	27	12	3	*25*	1	*8*	5	*42*	3	*25*	-	-
Job Development	3	27	12	3	*25*	-	-	6	*50*	3	*25*	-	-
Job Placement	2	*18*	12	4	*33*	1	*9*	4	*33*	3	*25*	-	-
Rehabilitation Process	4	*36*	12	6	*50*	1	*8*	1	*8*	4	*34*	-	-
Foundations of Vocational Rehabilitation	3	*27*	12	4	*34*	1	*8*	2	*16*	4	*34*	1	*8*
Functional Limitations of Disabilities	4	*36*	12	4	*33*	-	-	6	*50*	2	*17*	-	-
Medical Aspects of Disabilities	4	*36*	12	2	*17*	1	*8*	7	*58*	2	*17*	-	-
Vocational Rehabilitation Legislation	1	*9*	12	-	-	1	*8*	5	*42*	4	*33*	2	*17*
Program Evaluation Plan	2	*18*	12	1	*8*	-	-	6	*50*	4	*34*	1	*8*

Table 22 (continued)
1990 Comparison on the **Progress Toward Addressing** the 1988 of **Region X Training Needs** of **Administrative** (N=4) and **Staff** Response (N=7)

Training Needs	1988 Very Important/Essential Response N	%	1990 N Total Response	Already Addressed Response N	(%)	Scheduled Response N	(%)	Still Needed Response N	(%)	Not Needed Response N	(%)	No Response N	(%)
IWRP Development	4	*36*	12	6	*50*	-	-	3	*25*	2	*17*	1	*8*
Interpreting Technical Reports	3	*27*	12	2	*17*	-	-	6	*50*	4	*33*	-	-
Confidentiality	3	*27*	12	9	*75*	-	-	-	-	3	*25*	-	-
Report Writing	3	*27*	12	3	*25*	1	*8*	3	*25*	4	*34*	1	*8*
Grantsmanship	2	*18*	12	3	*25*	-	-	6	*50*	3	*25*	-	-
Sign Language	1	*9*	12	1	*8*	-	-	7	*59*	4	*33*	-	-
Program Development	4	*36*	12	2	*16*	-	-	6	*50*	3	*25*	1	*9*

Table 23 shows the progress of Region IV toward addressing technical assistance needs of combined responses of administrative and support staff. As indicated in the text introducing Table 18, the staff number has increased in Region IV from six to 14.

In 1988, 100% (N=6) of the respondents rated work adjustment and job placement technical assistance needs as very important and essential. Three of the 14 respondents in 1990 have already addressed work adjustment. Four of the 14 respondents in 1990 have already addressed job placement. Ten of the 24 listed technical assistance needs have been scheduled (see Table 23).

Table 23
1990 Comparison on the **Progress Toward Addressing** the 1988 of **Region IV**
Technical Assistance Needs of **Administrative** (N=1) and **Staff** Response (N=5)

Very Important/Essential	1988 Response N	%	1990 N Total Response	Already Addressed Response N	(%)	Scheduled Response N	(%)	Still Needed Response N	(%)	Not Needed Response N	(%)	No Response N	(%)
Vocational Evaluation	5	*83*	14	4	*29*	-	-	3	*21*	1	*7*	6	*43*
Work Adjustment	6	*100*	14	3	*22*	1	*7*	2	*14*	1	*7*	7	*50*
Independent Living Skills	4	*67*	14	3	*22*	-	-	5	*35*	-	-	6	*43*
Activities of Daily Living	4	*67*	14	1	*7*	2	*14*	4	*29*	-	-	7	*50*
Sheltered Employment	3	*50*	14	1	*7*	-	-	7	*50*	-	-	6	*43*
Rehab. Terminology	3	*50*	14	3	*22*	-	-	3	*22*	2	*14*	6	*42*
Medical Terminology	2	*33*	14	3	*22*	1	*7*	3	*22*	1	*7*	6	*42*
Establishing Resource Contacts	4	*67*	14	3	*21*	1	*7*	5	*36*	-	-	5	*36*
Job Analysis	2	*33*	14	1	*7*	-	-	6	*43*	1	*7*	6	*43*
Job Development	4	*67*	14	3	*21*	1	*7*	4	*29*	1	*7*	5	*36*
Job Placement	6	*100*	14	4	*29*	2	*14*	1	*7*	-	-	7	*50*
Rehabilitation Process	4	*67*	14	5	*36*	-	-	-	-	3	*21*	6	*43*
Foundations of Vocational Rehabilitation	2	*33*	14	3	*22*	1	*7*	2	*14*	1	*7*	7	*50*
Functional Limitations of Disabilities	3	*50*	14	3	*21*	-	-	3	*21*	1	*7*	7	*50*
Medical Aspects of Disabilities	3	*50*	14	4	*29*	-	-	3	*21*	-	-	7	*50*
Vocational Rehabilitation Legislation	3	*50*	14	-	-	1	*7*	6	*43*	1	*7*	6	*43*
Program Evaluation Plan	4	*67*	14	3	*22*	-	-	3	*22*	2	*14*	6	*42*

Table 23 (continued)
1990 Comparison on the **Progress Toward Addressing** the 1988 of **Region IV Technical Assistance Needs** of **Administrative** (N=1) and **Staff** Response (N=5)

Training Needs	1988 Very Important/Essential Response N	%	1990 N Total Response	Already Addressed Response N	(%)	Scheduled Response N	(%)	Still Needed Response N	(%)	Not Needed Response N	(%)	No Response N	(%)
IWRP Development	3	*50*	14	5	*36*	-	-	2	*14*	1	*7*	6	*43*
Interpreting Technical Reports	3	*50*	14	2	*14*	1	*7*	3	*22*	3	*22*	5	*35*
Confidentiality	4	*67*	14	4	*29*	-	-	-	-	3	*21*	7	*50*
Report Writing	5	*83*	14	4	*29*	-	-	1	*7*	3	*21*	6	*43*
Grantsmanship	3	*50*	14	2	*14*	-	-	4	*29*	3	*21*	5	*36*
Sign Language	3	*50*	14	2	*14*	-	-	7	*50*	-	-	5	*36*
Program Development	4	*67*	14	4	*29*	1	*7*	3	*21*	1	*7*	5	*36*

Table 24 shows the progress of Region VI in addressing the technical assistance needs of administrative and support staff. The column under 1988 very important/essential responses shows that 75% (N=9) respondents felt that technical assistance in vocational evaluation was needed. Eight of the 11 respondents in 1990 indicated that technical assistance in vocational evaluation is still needed, and Table 19 shows that four of the 11 have already addressed vocational evaluation. One indicated vocational evaluation as not needed for training, and three gave no response under vocational evaluation as a technical assistance need (see Table 24).

Table 24
1990 Comparison on the **Progress Toward Addressing** the 1988 of **Region VI Technical Assistance Needs** of **Administrative** (N=2) and **Staff** Response (N=10)

Very Important/Essential	1988 Response N	1988 Response %	1990 N Total Response	Already Addressed Response N	Already Addressed Response (%)	Scheduled Response N	Scheduled Response (%)	Still Needed Response N	Still Needed Response (%)	Not Needed Response N	Not Needed Response (%)	No Response N	No Response (%)
Vocational Evaluation	9	*75*	11	-	-	-	-	8	*73*	-	-	3	*27*
Work Adjustment	4	*33*	11	-	-	2	*18*	6	*55*	-	-	3	*27*
Independent Living Skills	4	*33*	11	-	-	-	-	7	*64*	2	*18*	2	*18*
Activities of Daily Living	2	*16*	11	2	*18*	2	*18*	4	*36*	1	*10*	2	*1*
Sheltered Employment	4	*33*	11	4	*36*	-	-	4	*36*	-	-	3	*28*
Rehab. Terminology	3	*25*	11	4	*36*	-	-	3	*27*	1	*10*	3	*27*
Medical Terminology	3	*25*	11	4	*36*	1	*9*	2	*19*	1	*9*	3	*27*
Establishing Resource Contacts	8	*67*	11	6	*55*	-	-	1	*9*	1	*9*	3	*27*
Job Analysis	3	*25*	11	3	*27*	1	*10*	4	*36*	-	-	3	*27*
Job Development	7	*58*	11	3	*27*	1	*10*	4	*36*	-	-	3	*27*
Job Placement	6	*50*	11	3	*27*	1	*10*	4	*36*	-	-	3	*27*
Rehabilitation Process	5	*42*	11	5	*45*	1	*10*	2	*18*	-	-	3	*27*
Foundations of Vocational Rehabilitation	6	*50*	11	4	*36*	2	*18*	-	-	1	*10*	4	*36*
Functional Limitations of Disabilities	6	*50*	11	2	*18*	2	*18*	4	*37*	-	-	3	*27*
Medical Aspects of Disabilities	5	*42*	11	2	*18*	2	*18*	5	*46*	-	-	2	*18*
Vocational Rehabilitation Legislation	4	*33*	11	3	*27*	1	*10*	3	*27*	-	-	4	*36*
Program Evaluation Plan	7	*58*	11	4	*36*	1	*10*	2	*18*	-	-	4	*36*

Table 24 (continued)
1990 Comparison on the **Progress Toward Addressing** the 1988 of **Region VI Technical Assistance Needs** of **Administrative** (N=2) and **Staff** Response (N=10)

Training Needs	1988 Very Important/Essential Response N	%	1990 N Total Response	Already Addressed Response N	(%)	Scheduled Response N	(%)	Still Needed Response N	(%)	Not Needed Response N	(%)	No Response N	(%)
IWRP Development	6	*50*	11	4	*36*	3	*27*	1	*10*	-	-	3	*27*
Interpreting Technical Reports	5	*41*	11	2	*18*	1	*9*	3	*27*	1	*9*	4	*37*
Confidentiality	7	*58*	11	8	*73*	-	-	-	-	-	-	3	*27*
Report Writing	5	*42*	11	5	*46*	-	-	2	*18*	-	-	4	*36*
Grantsmanship	3	*25*	11	2	*18*	-	-	4	*36*	1	*10*	4	*36*
Sign Language	5	*42*	11	2	*18*	-	-	5	*46*	-	-	4	*36*
Program Development	9	*75*	11	2	*18*	3	*27*	2	*18*	-	-	4	*37*

Table 25 shows the progress of Region VIII toward addressing the combined technical assistance response needs of administration and staff. As mentioned earlier in the text introducing Table 19, the total numbers of responses decreased from 24 in Region VIII to four. Eight technical assistance needs have been already addressed. Eleven have been scheduled. Fifty-eight percent (N=14) of the respondents in 1988 rated job developed as very important and essential. Of the four respondents in 1990, one indicated that 11 technical assistance needs are scheduled; and ten are still needed. Each one of the technical assistance needs have indications of not needed. The respondents that gave the not needed responses may have already received technical assistance in these areas (see Table 25).

Table 25
1990 Comparison on the **Progress Toward Addressing** the 1988 of **Region VIII Technical Assistance Needs** of **Administrative** (N=8) and **Staff** Response (N=16)

Very Important/Essential	1988 Response N	1988 Response %	1990 N Total Response	Already Addressed Response N	Already Addressed Response (%)	Scheduled Response N	Scheduled Response (%)	Still Needed Response N	Still Needed Response (%)	Not Needed Response N	Not Needed Response (%)	No Response N	No Response (%)
Vocational Evaluation	13	*54*	4	1	*25*	-	-	1	*25*	2	*50*	-	-
Work Adjustment	10	*42*	4	1	*25*	-	-	1	*25*	2	*50*	-	-
Independent Living Skills	2	*8*	4	-	-	-	-	1	*25*	3	*75*	-	-
Activities of Daily Living	4	*16*	4	-	-	1	*25*	1	*25*	2	*50*	-	-
Sheltered Employment	2	*8*	4	-	-	1	*25*	1	*25*	2	*50*	-	-
Rehab. Terminology	10	*42*	4	1	*25*	-	-	-	-	3	*75*	-	-
Medical Terminology	7	*29*	4	1	*25*	-	-	-	-	3	*75*	-	-
Establishing Resource Contacts	9	*38*	4	1	*25*	-	-	-	-	3	*75*	-	-
Job Analysis	11	*46*	4	-	-	1	*25*	1	*25*	2	*50*	-	-
Job Development	14	*58*	4	-	-	1	*25*	1	*25*	2	*50*	-	-
Job Placement	12	*50*	4	-	-	1	*25*	-	-	3	*75*	-	-
Rehabilitation Process	12	*50*	4	-	-	1	*25*	-	-	2	*50*	1	*25*
Foundations of Vocational Rehabilitation	12	*50*	4	1	*25*	-	-	-	-	2	*50*	1	*25*
Functional Limitations of Disabilities	11	*46*	4	-	-	1	*25*	-	-	2	*50*	1	*25*
Medical Aspects of Disabilities	13	*54*	4	-	-	1	*25*	-	-	2	*50*	1	*25*
Vocational Rehabilitation Legislation	12	*50*	4	-	-	1	*25*	-	-	2	*50*	1	*25*

Table 25 (continued)
1990 Comparison on the **Progress Toward Addressing** the 1988 of **Region VIII Technical Assistance Needs** of **Administrative** (N=8) and **Staff** Response (N=16)

Training Needs	1988 Very Important/Essential Response N	%	1990 N Total Response	Already Addressed Response N	(%)	Scheduled Response N	(%)	Still Needed Response N	(%)	Not Needed Response N	(%)	No Response N	(%)
Program Evaluation Plan	12	*50*	4	-	-	1	*25*	-	-	2	*50*	1	*25*
IWRP Development	11	*46*	4	-	-	-	-	-	-	2	*50*	2	*50*
Interpreting Technical Reports	10	*42*	4	-	-	1	*25*	-	-	2	*50*	1	*25*
Confidentiality	13	*54*	4	1	*25*	-	-	-	-	2	*50*	1	*25*
Report Writing	12	*50*	4	1	*25*	-	-	-	-	2	*50*	1	*25*
Grantsmanship	12	*50*	4	-	-	-	-	1	*25*	2	*50*	1	*25*
Sign Language	3	*12*	4	-	-	-	-	1	*25*	2	*50*	1	*25*
Program Development	12	*50*	4	-	-	-	-	1	*25*	2	*50*	1	*25*

Table 26 shows the progress of Region IX toward addressing the combined technical assistance needs of the 1988 administration (N=4) and staff (N=7) respondents. Out of the 11 respondents in 1988, six (54%) rated job analysis as very important and essential. Nine people in Region IX responded to the 1990 survey. Twelve of the listed technical assistance needs have been already addressed. None of the technical assistance needs listed had any indicated response as scheduled (see Table 26).

Table 26
1990 Comparison on the **Progress Toward Addressing** the 1988 of **Region IX**
Technical Assistance Needs of Administrative (N=4) and **Staff** Response (N=7)

Very Important/Essential	1988 Response N	1988 Response %	1990 N Total Response	Already Addressed Response N	Already Addressed Response (%)	Scheduled Response N	Scheduled Response (%)	Still Needed Response N	Still Needed Response (%)	Not Needed Response N	Not Needed Response (%)	No Response N	No Response (%)
Vocational Evaluation	3	*27*	9	2	*22*	-	-	3	*34*	2	*22*	2	*22*
Work Adjustment	2	*18*	9	3	*33*	-	-	2	*23*	1	*11*	3	*33*
Independent Living Skills	2	*18*	9	1	*11*	-	-	5	*56*	2	*22*	1	*11*
Activities of Daily Living	2	*18*	9	1	*11*	-	-	3	*33*	3	*33*	2	*23*
Sheltered Employment	4	*36*	9	1	*11*	-	-	1	*11*	4	*45*	3	*33*
Rehab. Terminology	4	*36*	9	-	-	-	-	3	*33*	3	*33*	3	*34*
Medical Terminology	3	*27*	9	-	-	-	-	5	*56*	1	*11*	3	*33*
Establishing Resource Contacts	5	*45*	9	2	*23*	-	-	3	*33*	2	*22*	2	*22*
Job Analysis	6	*54*	9	-	-	-	-	5	*56*	2	*22*	2	*22*
Job Development	5	*45*	9	-	-	-	-	7	*78*	-	-	2	*22*
Job Placement	5	*45*	9	1	*11*	-	-	6	*67*	-	-	2	*22*
Rehabilitation Process	3	*27*	9	3	*33*	-	-	2	*22*	1	*11*	3	*34*
Foundations of Vocational Rehabilitation	5	*45*	9	2	*22*	-	-	2	*22*	3	*34*	2	*22*
Functional Limitations of Disabilities	4	*36*	9	1	*11*	-	-	4	*45*	2	*22*	2	*22*
Medical Aspects of Disabilities	4	*36*	9	-	-	-	-	6	*67*	1	*11*	2	*22*
Vocational Rehabilitation Legislation	5	*45*	9	-	-	-	-	3	*33*	3	*33*	3	*34*
Program Evaluation Plan	3	*27*	9	-	-	-	-	4	*45*	2	*22*	3	*33*

Table 26 (continued)
1990 Comparison on the **Progress Toward Addressing** the 1988 of **Region IX Technical Assistance Needs** of **Administrative** (N=4) and **Staff** Response (N=7)

Training Needs	1988 Very Important/Essential Response N	1988 Very Important/Essential Response %	1990 N Total Response	Already Addressed Response N	Already Addressed Response (%)	Scheduled Response N	Scheduled Response (%)	Still Needed Response N	Still Needed Response (%)	Not Needed Response N	Not Needed Response (%)	No Response N	No Response (%)
IWRP Development	2	*18*	9	3	*34*	-	-	2	*22*	2	*22*	2	*22*
Interpreting Technical Reports	3	*27*	9	-	-	-	-	4	*45*	2	*22*	3	*33*
Confidentiality	1	*9*	9	4	*45*	-	-	-	-	2	*22*	3	*33*
Report Writing	1	*9*	9	-	-	-	-	5	*56*	1	*11*	3	*33*
Grantsmanship	1	*9*	9	-	-	-	-	5	*56*	1	*11*	3	*33*
Sign Language	2	*18*	9	-	-	-	-	4	*45*	2	*22*	3	*33*
Program Development	2	*18*	9	-	-	-	-	6	*67*	1	*11*	2	*22*

Table 27 shows the progress of Region X toward addressing the combined technical assistance needs of administration and staff. Twenty-three of the 24 technical assistance needs have been already addressed. In the already addressed column, one to four of the respondents participated in TA training. Each of the 24 technical assistance needs have one to six responses of still needed. Work adjustment, medical terminology, and job placement are the only three technical assistance needs indicating scheduled (see Table 27).

Table 27
1990 Comparison on the **Progress Toward Addressing** the 1988 of **Region X**
Technical Assistance Needs of **Administrative** (N=4) and **Staff** Response (N=7)

Very Important/Essential	1988 Response N	1988 Response %	1990 N Total Response	Already Addressed Response N	Already Addressed Response (%)	Scheduled Response N	Scheduled Response (%)	Still Needed Response N	Still Needed Response (%)	Not Needed Response N	Not Needed Response (%)	No Response N	No Response (%)
Vocational Evaluation	2	*18*	12	2	*17*	-	-	5	*42*	1	*8*	4	*33*
Work Adjustment	1	*9*	12	1	*8*	1	*8*	4	*34*	1	*8*	5	*42*
Independent Living Skills	2	*18*	12	1	*8*	-	-	4	*33*	2	*17*	5	*42*
Activities of Daily Living	1	*9*	12	1	*8*	-	-	4	*33*	2	*17*	5	*42*
Sheltered Employment	2	*18*	12	2	*17*	-	-	4	*33*	2	*17*	4	*33*
Rehab. Terminology	1	*9*	12	4	*33*	-	-	2	*17*	1	*8*	5	*42*
Medical Terminology	1	*9*	12	1	*8*	2	*17*	6	*50*	3	*25*	-	-
Establishing Resource Contacts	1	*9*	12	4	*33*	-	-	1	*8*	2	*17*	5	*42*
Job Analysis	3	*27*	12	1	*8*	-	-	5	*42*	1	*8*	5	*42*
Job Development	2	*18*	12	3	*25*	-	-	4	*33*	1	*9*	4	*33*
Job Placement	2	*18*	12	3	*25*	1	*8*	1	*8*	2	*17*	5	*42*
Rehabilitation Process	3	*27*	12	2	*17*	-	-	3	*25*	2	*17*	5	*41*
Foundations of Vocational Rehabilitation	-	-	12	2	*17*	-	-	2	*17*	3	*25*	5	*41*
Functional Limitations of Disabilities	2	*18*	12	2	*17*	-	-	6	*50*	-	-	4	*33*
Medical Aspects of Disabilities	3	*27*	12	1	*8*	-	-	5	*42*	2	*17*	4	*33*
Vocational Rehabilitation Legislation	-	-	12	-	-	-	-	6	*50*	3	*25*	3	25
Program Evaluation Plan	1	*9*	12	1	*8*	-	-	5	*42*	2	*17*	4	*33*

Table 27 (continued)
1990 Comparison on the **Progress Toward Addressing** the 1988 of **Region X Technical Assistance Needs** of **Administrative** (N=4) and **Staff** Response (N=7)

Training Needs	1988 Very Important/Essential Response N	%	1990 N Total Response	Already Addressed Response N	(%)	Scheduled Response N	(%)	Still Needed Response N	(%)	Not Needed Response N	(%)	No Response N	(%)
IWRP Development	3	*27*	12	3	*25*	-	-	3	*25*	1	*8*	5	*42*
Interpreting Technical Reports	1	*9*	12	2	*17*	-	-	3	*25*	2	*17*	5	*41*
Confidentiality	3	*27*	12	4	*33*	-	-	-	-	3	*25*	5	*42*
Report Writing	2	*18*	12	1	*8*	-	-	5	*42*	1	*8*	5	*42*
Grantsmanship	-	-	12	2	*17*	-	-	5	*42*	1	*8*	4	*33*
Sign Language	-	-	12	1	*8*	-	-	5	*42*	2	*17*	4	*33*
Program Development	1	*9*	12	1	*8*	-	-	5	*42*	1	*8*	5	*42*

Discussion

Staff development and inservice training were cited by the American Indian Vocational Rehabilitation project directors as important priorities and essential to providing services comparable to state VR agencies (White, 1987). Martin, Frank, Minkler, and Johnson (1988) reported that environmental factors, associated with the isolated location of many reservation communities, were more often cited as a concern of counselors working with clients living on reservations when compared to counselors working with clients living off reservations. To assess what the essential priorities were and how environmental factors effect successful rehabilitation of American Indians with disabilities, the initial survey of 1988 was conducted. These three studies set precedence to continue following the progress of the American Indian Vocational Rehabilitation projects. The needs of a population can only be addressed adequately when a representative sample of the population is involved in expressing their needs. For these reasons, this follow-up study was proposed and conducted.

The American Indian Rehabilitation Research and Training Center has continued to embrace the philosophy of involving American Indians with disabilities and those that serve this population in all research and training efforts since the inception of the Center in 1983. It was interesting to find an article written about a study being conducted with blind and visually impaired Hopi people in Northern Arizona which follows the precept of the American Indian Rehabilitation Research and Training Center philosophy. Terry Allen, senior information officer in the public relations department of the American Federation for the Blind (AFB), quoted Corinne Kirchner, Ph.D., director of AFB's social research department as saying, "Participation by a core support group made up of the population being studied seems to be vitally important for research in any culturally distinctive population." She adds that, "Involving members of the tribe on the research team has been extremely beneficial for all of us. It has guaranteed access to people and locations, and

more importantly, it has given the Hopi people a real involvement in improving their futures."

The established mission of the Center is to improve the quality of life for American Indians with disabilities. The research efforts of the American Indian Rehabilitation Research and Training Center focus on the needs of American Indians with disabilities. Individuals who are the recipients or users of the Center's research and training efforts are included in the design, conduct, implementation, interpretation, and dissemination processes.

An analysis of national Rehabilitation Services Administration (RSA) data showed that the rate at which the State-Federal rehabilitation system provided services to American Indians was substantially lower than for the U. S. population as a whole (Morgan & O'Connell, 1985). Historically, federal/state rehabilitation was created by a federal mandate and has been greatly influenced by its successful application in urban white communities. The rehabilitation counselor has generally been caught in the conflict between the goals of the agency and the needs of the community and the client. This situation occurs particularly in state or federal rehabilitation agencies, in which the wishes of bureaucrats takes precedence over the needs of the communities and their disabled consumers. In addition, the farther one gets from urban centers, the less consistent rehabilitation is likely to be with the values and culture of the community being served (Lowrey, 1987).

Some suggested recommendations for providing culturally appropriate counseling services to American Indians with disabilities in a paper addressing multiculturalism and rehabilitation counselor training were: (a) culture-fair vocational assessment techniques, (b) job development and placement, (c) culture inclusive rehabilitation planning, (d) networking resources and services to American Indians, (e) culturally sensitive rehabilitation counseling techniques, and (f) disability information related to client's cultural/environmental context (Marshall, Martin, Thomason, & Johnson, 1990).

Studies conducted by the American Indian Rehabilitation Research and Training Center investigate and attempt to address the needs of American Indians with disabilities. Related research findings and recommendations are included in five recent studies: (a) *Development of a Labor Market Analysis Model to Identify Employment Opportunities for Persons With Disabilities Living on Reservations* (Schwartz, Lonetree, & Kee 1990), (b) A *National Survey and Job Training Demonstration Model With Public Service Programs for Persons who are Disabled* (Marshall, & Johnson, 1990), (c) *The Voluntary Temporary Relocation of Rural Disabled American Indians: An Investigation of Factors Contributing to Vocational Rehabilitation Outcome* (Schacht, & Minkler, 1990), (d) *Utilization of Genograms and Eco-maps to Assess American Indian Families Who Have a Member With a Disability (Making Visible the Invisible)* (Goodluck, 1990), and (e) *Assessing the Communication Skills of American Indian Job Applicants During the Interview Process* (Nye, 1990).

A review of the 25 recommendations included in the *Service, Resource and Training Needs of American Indian Vocational Rehabilitation Projects* (Lonetree, 1989), helps determine the progress and growth being made by all Section 130 projects, by federal regions, and by administrative level and support staff level. The information provided in the 1990 results combine, compare, and include each Section 130 project. Since the dissemination of the 1988 results, have tribal level needs assessments been conducted to obtain a more accurate account of tribal members with disabilities? Have interagency linkages been established between service providers? Have interagency communications and networking with Regional, State, and Tribal offices been established? If so, have positive changes occurred? What course of action can be taken to strengthen the linkages established? These questions reiterate a few of the recommendations included in the final report of the initial survey.

The research and training departments within the AIRRTC complement each other in addressing the needs of the Section 130 projects. The responses to both the initial and

follow-up surveys have been instrumental in planning training activities offered and/or coordinated by the American Indian Rehabilitation Research and Training Center.

As a professional courtesy to promote communication, two newsletters are printed by the AIRRTC training department on a regular basis. *UTS'ITISHTAAN'I* and *HOTLINE* provide current information and report upcoming events such as conferences, training, and scheduled workshops which directly relate to vocational rehabilitation happenings at state, local, national, and regional levels. *UTS'ITISHTAAN'I* is published semi-annually and sent to over 3,000 addresses including the American Indian Vocational Rehabilitation projects, State divisions of vocational rehabilitation, regional and federal rehabilitation offices. *HOTLINE* is published bi-monthly

Past *HOTLINE* issues have included such information as: a directory of Regional Commissioners and American Indian Liaisons, a directory of American Indian VR programs and directors, a directory of clearinghouses, information on materials and publications, conference and workshop information, and information on professional rehabilitation organizations. Articles are also adapted from rehabilitation journals on topics pertinent to the times and trends in the field. Some of the past and most recent topics in *HOTLINE* included: rehabilitation terminology, Americans with Disabilities Act, products for people with disabilities, supported employment, rehabilitation process, and homebound options.

Since January of 1990, informative articles have been written and submitted by American Indian Vocational Rehabilitation project directors about their respective programs. To date, six projects have been featured in subsequent *HOTLINE* issues.

Recommendations

The initial survey conducted in 1988 identified and prioritized training and technical assistance needs. This follow-up survey shows the progress and efforts expended by the projects to address the identified needs. The purpose of this study was to show the

progress of the tribal vocational rehabilitation projects in addressing identified training and technical assistance needs. The results document progress.

1. The Section 130 projects need to continue addressing their training and technical assistance efforts in professional growth and development to upgrade their basic skills and knowledge as providers of rehabilitation services to American Indians with disabilities.
2. The projects need to review both the initial and follow-up survey results to see the progress being made. The tables developed for both studies indicate where the needs are being met and what needs still exist for staff to increase their base knowledge. Progress can be determined when projects review what their initial project proposal objectives were at the onset of their programs as compared their present proposed project objectives and goals.
3. Project directors, State VR Agencies, Regional Offices, and Regional Continuing Education Programs should closely review the rehabilitation services of projects within their jurisdictional regions to assess the growth and expansion of services since funding began. Documentation of progress and need is imperative for continued funding.
4. These results should be reviewed by the project directors representing their respective federal regions. From the comparative results, joint planning can be accomplished in scheduling further training or technical assistance at state and regional levels.
5. Tables 7 - 11 compare the initial survey responses of support staff according to federal regions. These progressive results can be reviewed to collaboratively determine what training and technical assistance needs still exist according to federal regions.
6. All project directors should review Table 12 collectively to see the progress being made by all project staff combined. This table shows the progress of addressing training needs as a whole group. Should the opportunity arise for the project directors and staff to attend a national or regional conference, plans can be made to schedule a session addressing one or several of the training needs of all Section 130 projects.

7. Table 13 shows the progress being made as a total group in addressing technical assistance needs. Again, when the opportunity arises to meet as a group, cooperative planning efforts should ensue to receive technical assistance together.
8. Tables 14 and 15 contain the project director response results of training and technical assistance needs in the rank order of top prioritized training and technical assistance needs to the lowest rated needs. Tables 16 and 17 contain the project staff response results of training and technical assistance need in the rank order of top prioritized to the lowest rank needs. The format of these tables puts all of the results in priority order should collaborative efforts to plan or schedule training arise among the projects.
9. Tables 18 through 22 are arranged consecutively by Regions IV, VI, VIII, IX, and X by combined administration and staff responses to training needs. Plans can be made for total staff to receive training as a total group by federal regions. Table 23 through 27 are arranged consecutively by Regions IV, VI, VIII, IX, and X by combined administration and staff responses to technical assistance need. Plans for technical assistance training can be made by federal regions.

This report of comparative survey responses in identifying and addressing training and technical assistance needs from 1988 and 1990 is meant to show the progressive efforts of the American Indian Vocational Rehabilitation Projects in providing culturally relevant rehabilitative services to their tribal members with disabilities. Desire, dedication, and perseverance are demonstrated by the projects despite the competitiveness for limited funds. The project directors have formed an association to strengthen their concerted efforts. Training and technical assistance still need to be addressed but the results of the two studies assessing project efforts show that attempts to address the needs are being made.

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Appendix

SURVEY OF TRAINING NEEDS

1. Project Title: _____

2. Project Location: _____

3. How far is your project site located from state rehabilitation services?
_____
_____

Circle appropriate answer:

4. Position Title: _____ Full/Part-time Male/Female

5. Please respond to the following by numerically indicating what TRAINING and TECHNICAL ASSISTANCE needs still exist and/or have been addressed.

(1) Already Addressed (2) Scheduled (3) Needed (4) Not Needed

	Training	Technical Assistance
a. Vocational Evaluation	_____	_____
b. Work Adjustment	_____	_____
c. Independent Living Skills	_____	_____
d. Activities of Daily Living	_____	_____
e. Sheltered Employment	_____	_____
f. Rehabilitation Terminology	_____	_____
g. Medical Terminology	_____	_____
h. Establishing Resource Contacts	_____	_____
i. Job Analysis	_____	_____
j. Job Development	_____	_____
k. Job Placement	_____	_____
l. Rehabilitation Process	_____	_____
m. Foundations of VR	_____	_____
n. Functional Limitations of Disabilities	_____	_____
o. Medical Aspects of Disabilities	_____	_____
p. Vocational Rehabilitation Legislation	_____	_____
q. Program Evaluation Plan	_____	_____
r. IWRP Development	_____	_____

SURVEY OF TRAINING NEEDS

1. Project Title: _____

2. Project Location: _____

3. How far is your project site located from state rehabilitation services?
_____
_____

Circle appropriate answer:

4. Position Title: _____ Full/Part-time Male/Female

5. Please respond to the following by numerically indicating what TRAINING and TECHNICAL ASSISTANCE needs still exist and/or have been addressed.

(1) Already Addressed (2) Scheduled (3) Needed (4) Not Needed

	Training	Technical Assistance
a. Vocational Evaluation	_____	_____
b. Work Adjustment	_____	_____
c. Independent Living Skills	_____	_____
d. Activities of Daily Living	_____	_____
e. Sheltered Employment	_____	_____
f. Rehabilitation Terminology	_____	_____
g. Medical Terminology	_____	_____
h. Establishing Resource Contacts	_____	_____
i. Job Analysis	_____	_____
j. Job Development	_____	_____
k. Job Placement	_____	_____
l. Rehabilitation Process	_____	_____
m. Foundations of VR	_____	_____
n. Functional Limitations of Disabilities	_____	_____
o. Medical Aspects of Disabilities	_____	_____
p. Vocational Rehabilitation Legislation	_____	_____
q. Program Evaluation Plan	_____	_____
r. IWRP Development	_____	_____

	Training	Technical Assistance
s. Interpreting Technical Reports	_____	_____
t. Confidentiality	_____	_____
u. Reportwriting	_____	_____
v. Grantsmanship	_____	_____
w. Sign Language	_____	_____
x. Program Development	_____	_____
y. Caseload Management	_____	_____
z. Other (specify) _____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

Thank you.